Vision:
A region of engaged citizens, businesses, and institutions that recognizes the communities impacted by racism and other disparities, acknowledges the policy and systemic causes of racism and other disparities, and takes inclusive actions to eliminate causes and mitigate the effects of racism and other disparities.

Mission:
Through intentional inclusion of impacted communities and collaboration with organizations addressing equity issues, the REI develops and supports policy change and systemic transformation to eliminate causes and mitigate the effects of racism and other disparities.

Activity 1:
Core Equity work of the Institute in the area of INCLUSION
Focus Area: INCLUSION

- Implicit bias training and engagement
- Explain difference between diversity and inclusion, and provide best practices on inclusion to businesses, educators, and so on.
- Creating equity training opportunities that bring together all stakeholders and provide them with a common framework for understanding equity
- Development of community defined language/definitions for equity, racism, etc. It’s difficult to begin the work without common understanding/language.
- Unification of thought regarding the goals
- Please make sure that leadership of suburbs are included in creating the plan

---

Focus Area: INCLUSION

- Conduct learnings on racism from a historical perspective for the leadership council; Larry offered to lead session. It’s important to unpack matters within our group before advancing into the community.
- Update the community utilizing diverse community sources to explain the background and purpose of the equity work. Commit to providing quarterly or semi-annually, but definitely an annual update.
- Working with key regional employers and institutions to assess their hiring and promotion practices to intentionally recruit and promote people of color into key decision-making roles. Also, working to create organizational cultures that are culturally sensitive and celebrate a diversity of people, viewpoints, and life experiences.
Focus Area: INCLUSION

- Education, healthcare, and community investment
- Equitable access to quality health services and health insurance, equitable quality educational opportunity beginning at birth and extending through post-secondary education.
- Ensuring that public spaces in MC reflect the diversity of the community
- Comparison of race on all regional governing bodies; comparison of race in all public and publicly funded social services and medical services
- Making sure that all voices are represented at the table.
- Involving those adversely impacted on the front of the process and plan with and not for. Abandon the “Savior” approach and recognize the power of those impacted to be leaders in helping those who plan and invest in positive systemic change
- Development of a plan to identify non-traditional community members and engage them in the work.

Activity 2:
Core Equity work of the Institute in the area of ORGANIZATIONAL COLLABORATION
Focus Area: ORGANIZATIONAL COLLABORATION

- Determining accountability structures for organizations' internal inclusion/anti-racism efforts as well as opportunities to share best practices.
- Working with police, city government, board of education, job and family services, medical community, surveys and input from community.
- Creating equity leadership teams across key MC organizations and institutions.
- Conducting equity organizational assessments across MC organizations and institutions.
- Digital divide.
- Create an easy access point and framework for collaboration.
- Region-wide funding of equity issues.
- Inclusion of diverse and representative voices.

Focus Area: ORGANIZATIONAL COLLABORATION

- A needs assessment to ensure that we are providing what the community needs and not duplicating other coalition efforts.
- Recognize the contributions of all area racism, equity, etc. initiatives and solicit their input. Understand that collective impact is not "group think" but an amalgamation of a diversity of thought fused to achieve positive community level change in behavior, policy, practices, etc...
- Public commitments of collaboration to do the work to create equity and end systemic racism.
- Securing commitment Pulling from organizations leaders.
- Identify member(s) from the leadership council who would serve as liaison/resource [in addition to new director] to groups/networks already working in this space, e.g. Health group.
Focus Area: ORGANIZATIONAL COLLABORATION

- A needs assessment to ensure that we are providing what the community needs and not duplicating other coalition efforts.
- Recognize the contributions of all area racism, equity, etc. initiatives and solicit their input. Understand that collective impact is not “group think” but an amalgamation of a diversity of thought fused to achieve positive community level change in behavior, policy, practices, etc...
- Public Commitments of collaboration to do the work to create equity and end systemic racism.
- Identify member(s) from the leadership council who would serve as liaison/resource [in addition to new director] to groups/networks already working in this space, e.g. Health group.

Focus Area: ORGANIZATIONAL COLLABORATION

- Convene and/or facilitate sessions on grassroots organizing for change; provides skill building and networking opportunities for identified individual/communities. All leadership members should be expected to participate in one of the sessions.
Activity 3:
Core Equity work of the Institute in the area of POLICY CHANGE & SYSTEMIC TRANSFORMATION

Focus Area: POLICY CHANGE & SYSTEMIC TRANSFORMATION

• Community-engaged feedback should inform the action items.
• Determine what policies this collective group can tackle at the regional level. Most impact will come from countywide change or municipalities collectively tackling the same issue together.
• Housing
• Affordable housing distributed throughout the region
• How public housing funding and facilities are allocated around the region vs concentrating in and continuing the segregation of the public housing
• Developing a theory of change for the equity work that is being undertaken
• All that recognizes and seek to eliminate economic disparities.
Focus Area: POLICY CHANGE & SYSTEMIC TRANSFORMATION

- At state level, insist on actual representation from communities. At local and county level, change in policy that creates equity with regard to education resources, healthcare and policing.
- Suggestions and advocacy for the deconstruction of known areas and take action to join existing efforts for maximum impact at local, state and national levels.
- Education
  - Equitable quality educational opportunity beginning at birth and extending through post-secondary education.
  - How education is funded in the region (ie, regional sharing of educ funds vs raising funds by each district)
- Judicial
  - Total transparencies of law enforcement and the criminal justice system

Focus Area: POLICY CHANGE & SYSTEMIC TRANSFORMATION

- Health
- Health disparities
- Addressing racism as a public health issue.
- Access to good medical care, especially in relation to the disparities uncovered by the Covid19 pandemic
- Equitable access to quality health services and health insurance,