ADDENDUM

Racial Equity and Justice Initiative
Information for Cohort 2

Please review the three-phrase process details for participation in Cohort 2:

**Phase I Pre-work: March 2019 – June 2019**

- Participating organizations will select up to 15 staff members to form a Change Team. The Change team will be the representatives of the organization and will participate in all activities of Cohort 2 and will oversee the operationalization of the initiative within your organization. This organizational cohort should have representatives from every level of the organization including senior leadership, middle management, and line or service staff. Your Change Team will begin structural racism conversations within your organization, interrogate internal policies and procedures, build capacity within the organization to enact future change, and build group cohesion around issues of race.

- Participating organizations will be asked to have staff complete an organizational assessment which will establish a baseline on perceptions of racism, privilege, racial equity and other aspects of racism in your organization. This assessment will be used throughout the yearlong process to help the organization move toward being more equitable.

**Phase II: September 2019 – September 2020:**
Members of your organization’s Change Team will attend 4 full day conferences during the year led by national and local leaders in the field of race and equity. In the months intervening these Cohort conferences the Change Team will facilitate the work of the initiative in your organization. Resources including assessment surveys, consultants, background articles, and videos will be available to your Change Team to assist in their work.

**Phase III: Racial Equity Conference September 2020.**
REJI will be sponsoring a community-wide Racial Equity Convention in September 2020. The organizations that comprise Cohorts 1 and 2 will be key participants in this conference. Lessons learned by this deep dive into work against racism will inform conference participants in terms of effective anti-racist strategies and exercises, barriers to be surmounted, and how to achieve real culture change.

**What We Ask**

Each organization that is part of REJI will be expected to:

- Commit to a one-year process to address institutional and structural racism

- Designate a representative organizational team to participate in the entire process attend workshops and meetings related to the process

- Empower the team to advise leadership on policy and procedures that will assist in moving the organization to becoming anti-racist

- Commit to providing $100-$200 per person (up to 15 people) to help cover costs related to this initiative over the year. Cost will be determined by organizational budget.