

Organizational Equity Plan Revised 3.10.21

Category of Action	Outcome sought	Strategies	Who is responsible	Resources Needed
Organizational Evolution	All members of the ICADV (board, staff, consultants and interns) will report an increased sense of efficacy in their ability to participate in and promote a Coalition centered in equity.	<ol style="list-style-type: none"> 1. <i>Onboarding</i>—all new members will be provided with the agency’s inclusion plan, commitment to equity statement and key readings as part of orientation. Trainers will engage in critical conversations to explain the Coalition’s equity goals. 2. <i>Ongoing learning</i>--All staff will engage in ongoing learning around white supremacy and strategies for promoting an inclusive work culture. 3. <i>Board development</i>— All board members will engage in an initial facilitated anti-racism training; members will then participate in specialized training annually, and will engage in ongoing conversations on emergent issues to increase members’ capacity and competence to promote a racially equitable coalition. 4. <i>Reporting and planning</i>—All staff will add an update describing their equity work in service to this plan to their monthly report that responds to these questions: <ul style="list-style-type: none"> ○ what have you done to advance the organizational equity plan in your work? ○ what equity needs have you observed in your work? These prompts will guide a standing monthly staff meeting where team members will provide updates about their work and receive feedback from the staff. 	<ol style="list-style-type: none"> 1 All ICADV members 2 ICADV staff 3 ICADV Board 4 ICADV staff 	<p>Staff time</p> <p>Consultant fees</p> <p>Staff time</p>
Representation	<ol style="list-style-type: none"> 1. ICADV as an organization (board, staff, consultants and interns) will show an increase in representation and leadership among traditionally underserved groups 2. ICADV as an organization will show an increased number of partnerships with organizations 	<ol style="list-style-type: none"> 1a. Leadership will engage in strategic outreach efforts to identify and recruit diverse new organizational representatives. 1b. ICADV will prioritize investment in opportunities for leadership development among members with identities that have traditionally been marginalized. Supervisors will meet with staff to discuss leadership development and self-care goals, and to implement plans for supporting those goals—investment will include training costs, staff time for development work and mentoring time. 2a. Staff will maintain the practice of “going to” initiatives convened by traditionally underserved groups (rather than expecting them to come to our thing). 	<ol style="list-style-type: none"> 1a. Laura and the Board Governance with staff support 1b. ICADV Leadership and supervisors 2a. ICADV staff 2b. Leadership and membership 	<p>Staff time</p> <p>Costs related to training, professional development, mentorship</p> <p>Staff time</p>

	<p>comprised of and/or working to support traditionally underserved populations</p> <p>3. ICADV will support inclusive representation and leadership opportunities for DV advocates from traditionally marginalized communities</p> <p>4. Board commitment</p>	<p>2b. ICADV will reevaluate potential barriers (particularly financial) to Coalition membership and will implement strategies designed to reduce those barriers to promote broader representation among traditionally underserved groups.</p> <p>3a. ICADV will seek funding to invest in community support, leadership and professional development opportunities for staff with identities that have been marginalized serving at member programs.</p> <p>3b. ICADV will convene a Women of Color taskforce to provide leadership mentoring and support among DV staff from identities traditionally marginalized from upward mobility.</p> <p>4. ICADV will engage in strategic outreach efforts to identify and recruit individuals from traditionally underrepresented communities to serve on the board of directors.</p>	<p>3a. Jessica, finance committee, staff</p> <p>3b. Timike and other staff TBD</p> <p>4. Board Governance</p>	<p>3.a Staff time, funds to support participants' travel (post COVID)</p> <p>3.b Time frame and metrics TBD</p>
<p>Systems Advocacy</p>	<p>ICADV will advocate for policies and practices that reduce systemic disparities experienced by underserved groups</p>	<p>1a. ICADV will form a legislative agenda that identifies positions on policies that affect systemic disparities experienced by traditionally marginalized groups.</p> <p>1b. ICADV will champion an “equity in all policy” lens to urge organizational allies to reject policy compromises that leave out communities that have been marginalized.</p> <p>1c. ICADV will study accountability systems and strategies for:</p> <ul style="list-style-type: none"> • reducing the DV movement’s reliance on law enforcement as the only accountability mechanism • redirecting funds currently designated for LE to preventive social supports and services <p>1d. Board will incorporate a regular review of all ICADV policies and procedures to ensure that there is not a disproportionate impact on communities that are traditionally marginalized, and feedback will be requested from members of staff with identities that have been marginalized .</p>	<p>3a. Laura, ICADV staff, Kathy Williams</p> <p>3b. policy team</p> <p>3c. ICADV staff and member program representatives</p> <p>5. ICADV Board</p>	<p>Staff time, consultant costs</p> <p>Staff time</p> <p>Staff time, member representatives time and travel costs (post COVID)</p>

Resources	ICADV will increase the percentage of coalition funds that are distributed to agencies that are comprised of or working to support traditionally underserved populations	<p>1a. ICADV will evaluate current levels of funding provided to benefit traditionally underserved programs.</p> <p>1b. ICADV will identify possible new partnerships and funding benchmarks in support of traditionally underserved populations.</p> <p>1c. ICADV will seek new sources of funds as opportunities present to collaborate with/support traditionally underserved groups.</p> <p>(see also, 3a in Representation)</p>	<p>Laura, Jessica, Melissa, Finance Committee</p> <p>ICADV staff, board development</p> <p>ICADV staff, board development</p>	Staff time Partners' time
Services	ICADV will support domestic violence programs in expanding the reach and competence of services to survivors with identities that have been marginalized.	<p>1. ICADV will use the findings from the Re-Centering Report to support member programs in promoting inclusive services. Actions will likely include strategies for supporting survivor defined success both:</p> <ul style="list-style-type: none"> ○ In the community with services like flex funding, housing assistance, and mobile advocacy, and ○ In shelter with additional trainings for programs, specialized technical assistance, revised peer review service standards. 	Laura, Terri, Kelly, Caryn, Colleen	Staff time Partners' time Training costs TA/travel costs
Communication	ICADV will describe the Coalition's equity-focused plans, strategies and outcomes across the Coalition's communication platforms.	<p>1a. ICADV will post our Organizational Equity Plan on the Coalition's website, then will provide periodic progress via the website, newsletters and social media.</p> <p>1b. ICADV will update our web content to report on equity-centered projects.</p> <p>1c. ICADV will continue to advocate and educate Coalition stakeholders, across communication platforms about issues of equity and intersecting forms of oppression.</p> <p>1d. ICADV will expand the Coalition's communication plan to ensure broad dissemination of information (programs, strategies, employment opportunities, funding opportunities, etc.) to nontraditional organizations, entities, business etc.</p>	Melissa, Laura, Colleen, Cierra, Timike, other staff as indicated	Staff time Web development fees Advertising fees
Training	ICADV staff will represent philosophical consistency in equity messaging across all internal and external Coalition trainings.	<p>1a. All ICADV trainers (staff and consultants) will review and update training content to ensure that it aligns with the Coalition's commitment to equity.</p> <p>1b. ICADV will collaborate with stakeholders from communities that have been marginalized to conduct a comprehensive review of</p>	Caryn and staff and consultants that conduct trainings	Staff time

		all ICADV endorsed trainings and will update those with an equity lens component (ILEA, Child welfare, BIP, etc).		
Data	ICADV will use data from populations that have been marginalized to determine coalition priorities including programs, strategies, investment, training, communications and public policy.	1a. ICADV will continue to collect data with and from communities that have been marginalized. 1b. ICADV will work with affected communities to analyze data and to implement community defined solutions.	ICADV staff	Staff time Data analysis software