

RACE EQUITY THEORY OF CHANGE

MISSION

The Mockingbird Society is committed to actively creating racial equity and eliminating the negative impact of intersectionality in our work by embodying the changes we want to see

OUR WORK

PUBLIC POLICY

Build public will for race equity work and an understanding of its impact on children, youth, and families

Evaluate policy activities and its process through a racial equity lens

PARTNERSHIPS

Seek partnerships with organizations and coalitions to work on race equity issues

Engage in mutually beneficial partnerships that don't directly involve foster care or youth homelessness

ORGANIZATIONAL TRANSFORMATION

Engage in ongoing structured activities, trainings, and conversations on race equity and cultural relevancy for ALL staff

Increase partnerships and information sharing between the Race Equity Committee (REC) and Board

Recruit and retain more Board and staff of color

Adopt equitable best practices and processes (HR, Board, Programs, Etc.)

MEASURING OUR SUCCESS

Organization & board reflect racial and demographic makeup of population served

Agency communication and narrative align with race equity work

Staff, Board, and young people can bring their full racial and ethnic identities to work (safe and affirming space)

Partnerships and policies are structured to evaluate race equity

Mockingbird has a toolbox of resources and vocabulary to guide ongoing race equity conversations

VISION

By 2020, The Mockingbird Society has defined racially equitable partnerships, practices, and processes.

Mockingbird has an internal culture dedicated to addressing racial inequity and intersectionality for ourselves and those we serve

- We are committed to:**
- Undoing the effects of anti-blackness and indigenous invisibility in systems of care, with the understanding that these mental models are the foundation of all other systems of oppression
 - Acknowledging the role of racism in outcome disparities for young people who are systems involved
 - Addressing structural racism in our community
 - Centering the voices of those most impacted by disparity

Stakeholders & Resources:

- Youth & young adults
- Staff & Board
- Community Partners
- Families
- Legislators
- Funders
- Data
- Money

