



A light in every cell

RACE & SOCIAL JUSTICE COMMITTEE CHARTER

Purpose

The Race & Social Justice Committee shall assist YBBs Staff and Board of Directors in its review, development and implementation of YBB goals to eliminate racial disparities and achieve racial equity within our organization, our community, and beyond. The committee gives the members an opportunity to deepen their knowledge of racial and social justice issues in prisons and our community, and to contribute to initiative development, advocacy, and assessment. Committee members provide expert advice and counsel for the ongoing relevancy and effectiveness of YBBs efforts to end structural racism.

Organization

The Race & Social Justice Committee shall be comprised of staff members, members of the Board of Directors, other members of the community, and at least one representative from each YBB committee. The demographic makeup should be at least 51% people of color, with the chair and/or co-chair of the committee being a person of color as well. The chair of the committee will be a member of the Board of Directors.

Roles and Responsibilities

Based on knowledge of YBB's mission, the committee shall:

1. Serve as a sounding board, discuss necessary inputs, help vet major decisions about race and social justice efforts, provide specific advice as requested, advise on sensitive matters and review the progress and evaluation of goals and strategies over time.
2. Assess the viability of and advise the board on strategic opportunities for YBB to support the movement to end structural racism, ensuring alignment with the mission and availability of resources.
3. Maintain an ongoing strategic dialogue with and between YBB management and the board, including regular reporting on:
 - a. Creation and implementation of written procedures to increase the recruitment, retention and promotion of people of color, including in contracting and donor cultivation.
 - b. Creation and implementation of ongoing strategies to engage communities of color, (formerly) incarcerated people, and immigrant and refugee communities in our work.
 - c. Improving YBB's leadership skills and analysis of race and social justice issues.
 - d. Achievement of racial equity in outreach and public engagement.
 - e. Achievement of racial equity in programs and services.
 - f. Progress on working with other groups focused on race and social justice issues
 - g. Budget allocation recommendations and staffing requests to address to strategic gaps or opportunities already discussed; and



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- h. Periodically evaluate race and social justice outcomes as appropriate.
- 4. Help organize regular race and social justice trainings and workshops.
- 5. Represent YBB at community events, conferences, etcetera, with a focus on race and social justice issues.

Goals for 2016

TRAINING- INTRODUCTORY/ON-GOING

- A. Provide required introductory training on racial equity and inclusion with all staff, volunteers, and Board members by utilizing trained facilitators during all orientations followed by ongoing dialogue and workshops throughout YBB involvement.
- B. Provide required (and ongoing) racial equity training for key decision makers such as Board, management, and committee chairs.
- C. Provide mandatory (and ongoing) racial equity training for all staff and volunteers; include representatives of local communities of color in training development and delivery (not just as national “experts”).
- D. Establish event commitments. All key decision makers as well as key volunteers (teachers/committee members) must attend (at minimum) quarterly learning events, two of which must be with other YBB personnel beginning 4th quarter of 2015.

BOARD ADOPTION

- E. Integrate a racial equity decision-making tool to be used with Board decisions and committee decisions. Policy adoption by Board at the November 2015 Retreat, training on the selected tool incorporated into all November/December committee meetings and utilization to begin in 2016.
- F. Create a racial equity engagement plan to be evaluated and adopted at the Board meeting in spring of 2016.
- G. Create a written Racial Equity Strategic Plan for 2016, which includes clear actions, timeline, people responsible for each action, indicators of progress, and processes for monitoring and evaluation. Work done at October/November/December RSJ committee meetings.
- H. Provide meaningful ways for people of color and formerly incarcerated people to participate in the development of our Racial Equity Strategic Plan (Goal G).
- I. Communication/marketing: as a committee, we will assist in the development of a race and social justice-focused communications and marketing plan.