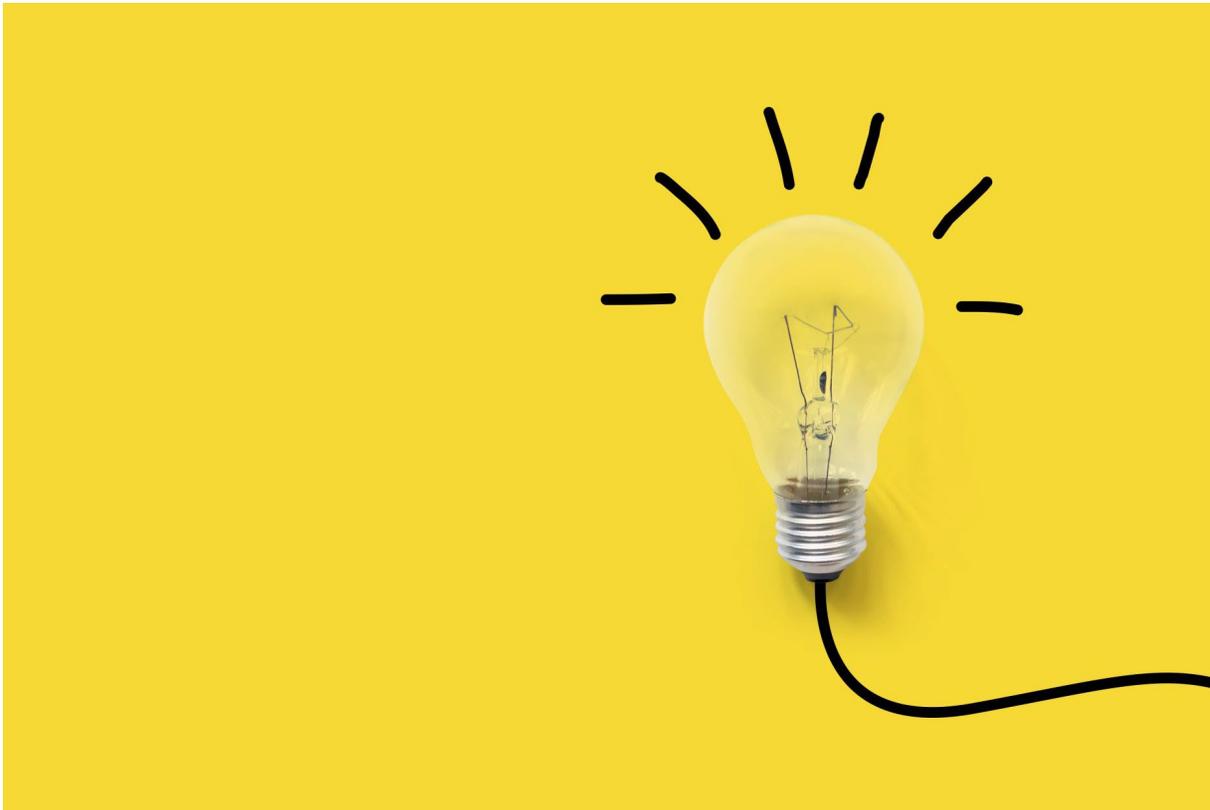


# Racial Equity Learning Community

**Community Cohort, 2023**



# Welcome!

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**Thank you very much for joining this Racial Equity Learning Community!**

We are grateful to learn and serve with you in advancing racial equity and justice in this region.

This packet includes these Learning Community materials:

- 1) Racial Equity Learning Community (RELC) Overview
- 2) RELC Framework & Curriculum
- 3) RELC Organizational Self-Assessment & Racial Equity Action Plan
- 4) Information: Trainers, Coaches, Planning Partners and Participating Organizations
- 5) Questions: Where Do You Go for Information?
- 6) Key Dates for Your Calendar!
- 7) Racial Equity Learning Community Funders: Our Big Thanks!

# Vision

To advance racial equity and justice in Montgomery and Bucks Counties, Pa through committed organizational learning, community-building, and action that deepens organizational and collective capacity for change.

**RACIAL EQUITY:** The condition that would be achieved if one's racial identity no longer predicted the opportunities and barriers that one experiences.

**RACIAL JUSTICE:** The proactive reinforcement of policies, practices, attitudes, and actions that produce equitable power, access, opportunities, treatment, impacts, and outcomes for all.



# Racial Equity Learning Community Overview

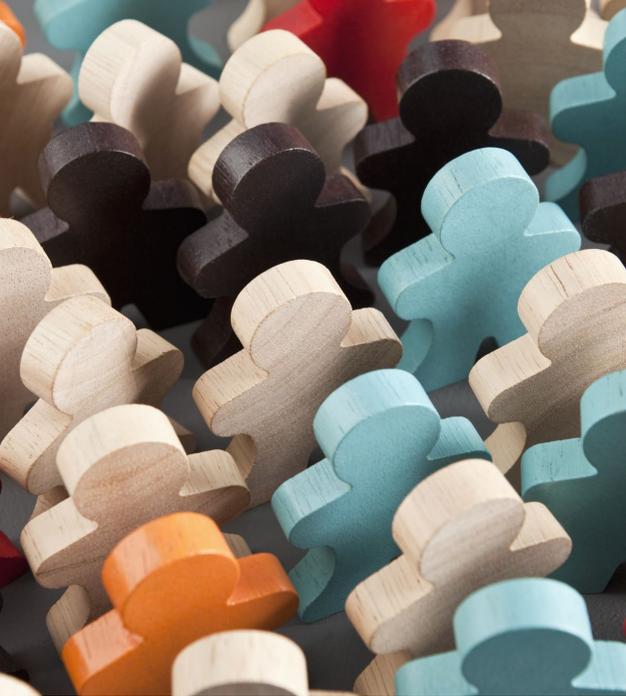
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**The Racial Equity Learning Community** is a cross-county, multi-sector initiative for organizations in Bucks and Montgomery Counties to come together to learn, build relationships, and take action that deepens organizational and collective capacity to advance racial equity and justice in our region.

The Racial Equity Learning Community (RELC) is administered by the regional Collaboratives: Bucks-Mont Collaborative, Tri-County Community Network, and the Interagency Council of Norristown. These organizations have made a minimum three-year commitment to support this learning community.

In year one, two cohorts participated, with the community cohort comprised of 30 community-based organizations, and the MontCo cohort including representation from Montgomery County Government departments and boards. In total, 277 individuals participated!

**Year two begins January 2023** with two learning cohorts – a community cohort and Montco cohort. We are grateful to begin year two together...



# RELC Framework & Curriculum

RELC is grounded in and adapted from nationally recognized theories of change, including that of the [Government Alliance on Race & Equity \(GARE\)/Race Forward](#): Normalize, Organize, Operationalize, with curriculum rooted in the nINA Collective philosophy

## RELC Framework Includes:

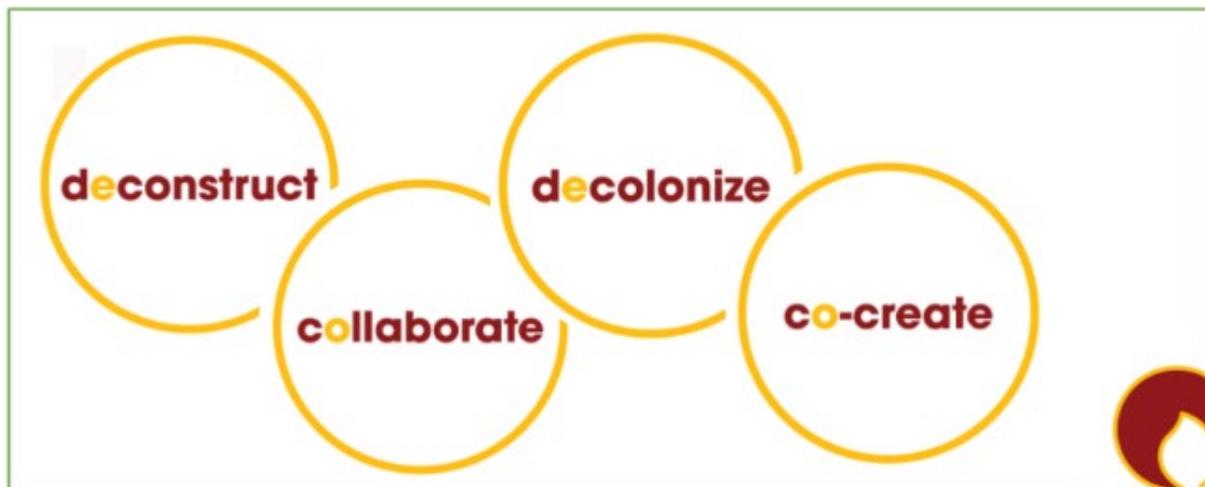
- **Organizational Learning:** 10 sessions or 21 training hours and 9 coaching hours
- **Organizational Action:** Organizational self-assessment related to racial equity and organizational racial equity action plan
- **Community-Building & Action:** Issued-based work groups beginning winter 2023

nINA Collective Curriculum: [Review Here](#)

This curriculum includes the training topics and learning objectives.

Training agendas and supporting materials will be emailed a week before each session and posted in Sutra.co. All training sessions will be recorded and included in your follow-up materials.

## Our Philosophy





# RELC Organizational Assessment & Racial Equity Action Plan

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## January - June 2023

Organizations will complete this [Organizational Self-Assessment Related to Racial Equity](#) with review and instructions provided by the RELC trainers.

Note: This open-source, evidence-based tool was developed by the Coalition of Communities of Color and All Hands Raised. It will be available in an online v pdf format.

## September - December 2023

Organizations will begin or complete development of their Organizational Racial Equity Action Plan, with tools provided by RELC trainers. Plans will provide a roadmap for continued learning and organizational action post-Learning Community participation.

# RELC Trainers



The nINA Collective is a consulting cooperative that partners with organizations on systems change initiatives to advance racial equity within organizations and communities.



**jacquelyn i.  
boggess**

University of Wisconsin  
Law School (JD)  
University of Illinois-Champaign (BS)

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#### about jacquelyn:

Jacquelyn L. Boggess is a Lecturer on Diversity, Oppression and Social Justice at the School of Social Work at the University of Wisconsin-Madison. In the classroom, she challenges students to think about systems of race, class, and gender more broadly, and in greater depth, than current popular models of difference and theories of discrimination and bias can accommodate. Ms. Boggess has been a policy analyst and a legal analyst focused on social welfare policy and practice. During her many years of work and study, she contributed to the national conversation on family support, income stability, intimate partner violence, and community violence—all with a racial and gender equity lens on the issues presented. She provides consultation and training nationally to advocates against domestic violence to help them infuse racial equity and cultural humility into their organizations and in their daily work with survivors and victims.

#### awards and board positions:

- 2019 Woman of Distinction – YWCA Madison
- Police Commission
- Governor’s Council on Affirmative Action
- United Way of Dane County Board of Directors
- End Domestic Abuse Wisconsin President of the Board of Directors
- Kids Forward President of the Board of Directors

#### testimonial:

“Jacquie has given generously of her time and expertise to KIDS FORWARD and its Race to Equity work. Her commitment to equity is unwavering. Her insights are freely and wisely shared. She brings a very special blend of expertise, passion, urgent advocacy, penetrating questions, and persistent collaboration to make progress. ...There is no question in my mind that KIDS FORWARD would not be as diverse and inclusive and effective as a research and policy advocacy center as we have become, without Jacquie’s leadership. In all our work together, she continually helps us see that we have more to learn, more to do, and the need to go forward. As she helps and prods us along, she shows the integrity and human values that make her a trustworthy leader and colleague.”

*Helene Nelson, Kids Forward Board of Directors*



**jordan  
bingham**

MS, Applied Health Science,  
Indiana University

BA, Education,  
Anderson University

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#### about jordan:

Jordan Bingham is an independent consultant with extensive experience in public health, racial justice and LGBTQ+ advocacy. Jordan was a founding leader of the City of Madison’s enterprise-wide Racial Equity and Social Justice Initiative. During her tenure as a health equity coordinator, Public Health Madison & Dane County’s health and racial equity work gained national recognition for its capacity-building strategies and use of racial equity tools to guide organizational priorities, projects and partnerships. Jordan works nationally as a project management consultant with Race Forward and the Government Alliance on Race and Equity, and in Wisconsin with organizations in the public, corporate, education and non-profit sectors. Jordan holds a BA in Education from Anderson University and a MS in Applied Health Science from Indiana University. Jordan leads with an emphasis on engaging white people to work for racial and social justice in solidarity with communities of color.

#### council and board positions:

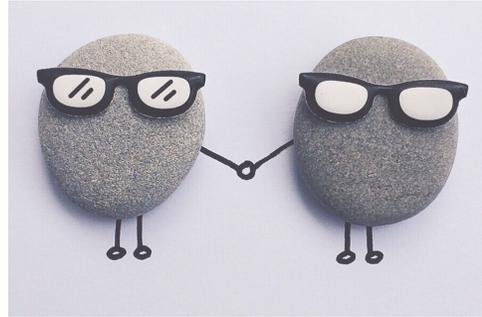
- Government Alliance on Race and Equity Public Health Subject Area Co-Lead
- MMSD Wellness Advisory Council
- Wisconsin Partnership Program Review Panel
- American Public Health Association LGBTQ+ Caucus

#### testimonial:

“Jordan is a wonderful strategic partner. She has a calming manner, is approachable and very effective at working with all levels within an organization. Her knowledge and experience in the DEI space has assisted us in identifying steps and opportunities to develop our organization to be an inclusive workplace that is home to a diverse workforce. Her partnership has assisted us in taking steps to create a workplace where employees feel valued and respected for their distinctive skills, experiences, perspectives, and individual differences in order to create an environment where everyone can fully participate in the organization and team success.”

*Pam Peterson, Associate Vice President, Human Resources and Organizational Development, UW Credit Union*

# RELC Coaches & Planning Partners



Thank you to these amazing coaches! [Learn more about them and their work.](#) The planning partners administer the Learning Community and support operations.

**Kaplan Consulting Network**, Marianne Kaplan, Founder

**Metanoia Solutions, LLC**, Dr. MaNesha Stiff, Owner

**Social Justice Initiative at the Graduate School of Social Work and Social Research of Bryn Mawr College**, Dr. Darlyne Bailey, LISW, Professor & Dean Emeritus and SJI Director and Founder; and MSS Candidates, Sarah Spath and Gwenn Prinbeck

**The Kyla Alliance**, Kelly McNally Koney, Founder and Principal Consultant

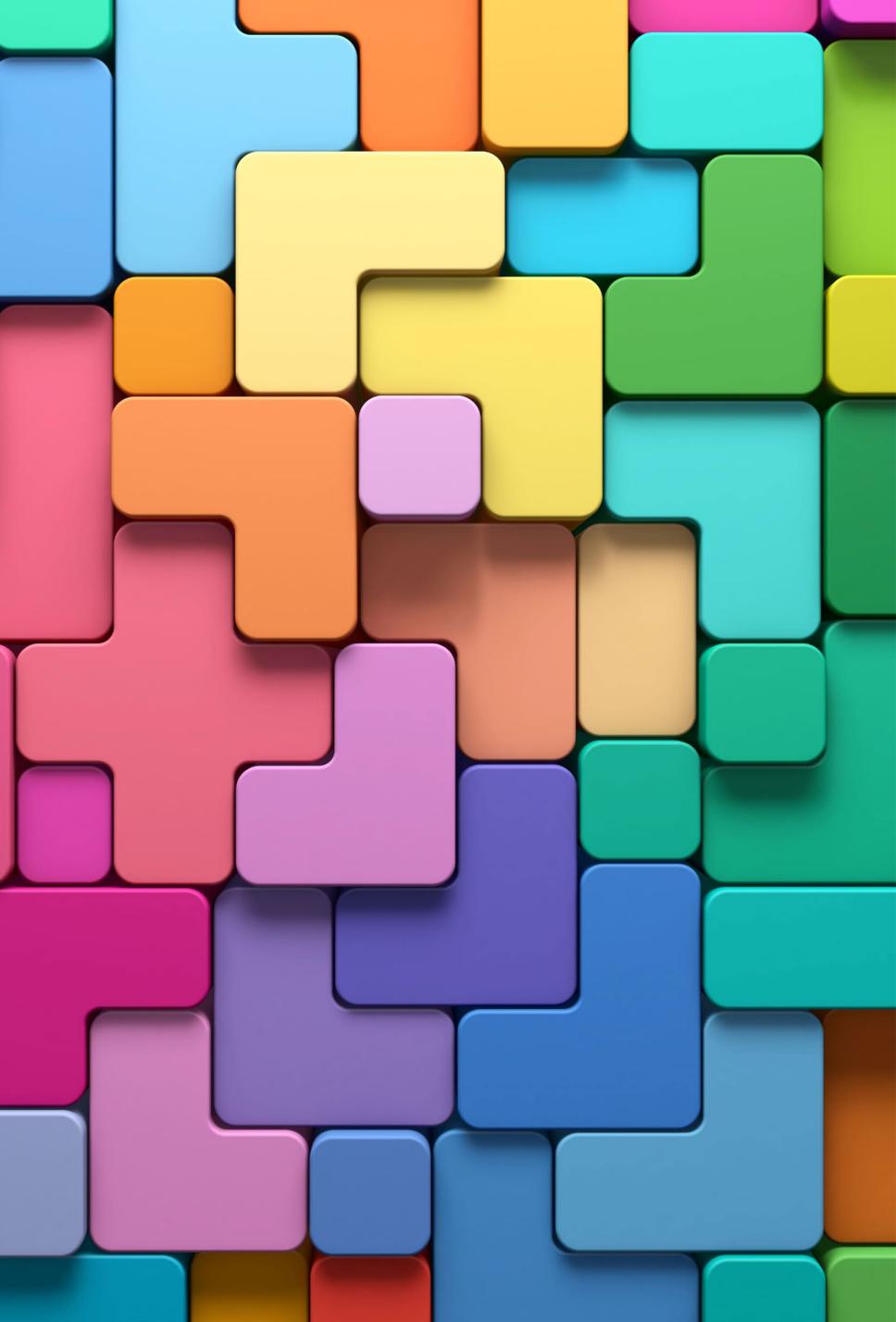
**YWCA Bucks County**, Kristin Chapin, Associate Director

**YWCA Tri-County Area**, Kelly Grosser, Chief Mission Impact Officer and Sarah Stump, Mission Engagement Manager

**The Bucks-Mont Collaborative** is a nonprofit membership organization dedicated to fostering information and resource sharing, dialogue, and collaborative action that produce results-oriented impact on health and human services issues in Bucks and Montgomery Counties. Contact: Kristyn DiDominick, Executive Director, [Kristyn@bucksmontcollab.org](mailto:Kristyn@bucksmontcollab.org)

**The Interagency Council of Norristown (ICN)** has been an ever-growing consortium of human service organizations, individuals, and providers within Central Montgomery County since 1981. ICN believes that through the personal contact of human service workers and the free exchange of information, those in need are better served. Contact: Inga Akincilar, Coordinator, [icn@icnconnections.org](mailto:icn@icnconnections.org)

**The Tri-County Community Network (TCN)** brings together agencies, businesses and individuals to problem solve on community needs in its tri-county footprint of Western Montgomery County, Northern Chester County and Eastern Berks County, promoting real collaboration to achieve community development. Contact: Holly Parker, Executive Director, [hparker@tcnetwork.org](mailto:hparker@tcnetwork.org)



# RELC Participating Organizations Community Cohort: 23-Strong!

- |  |  |  |
|--|--|--|
| Bucks County Housing Group                     | Keystone Crisis Intervention Team (KCIT)     | (OHAAT) - Beds for Kids Program            |
| Community Hero Action Group                    | Keystone Opportunity Center                  | Pottstown Cluster of Religious Communities |
| Diakon Child, Family and Community Ministries  | Laurel House                                 | Souderton Area For All                     |
| Fair Housing Rights Center in Southeastern PA  | Love Works Resource Center, Inc.             | Tanel Homecare                             |
| Family Service Association of Bucks County     | Lutheran Congregational Services             | The Council of Southeast PA                |
| Gwynedd Mercy University                       | Mattie N. Dixon Community Cupboard           | The Open Link                              |
| H.A.I.R - Health Advocates In Reach & Research | Neighbors Helping Neighbors on the Main Line | Wonderspring                               |
| Joni and Friends Pennsylvania                  | One House at a Time                          | YWCA Bucks County                          |

# Questions and Information

1

[Sutra.co](https://www.sutra.co) will host our Learning Community's content, announcements, resources, and space for discussion between trainings. It's free to create a log-in, with our site managed by the nINA Collective.

*An email invitation to join Sutra.co will be sent to you by the nINA Collective. This is your first stop resource for questions and information!*

2

For other questions, please contact Kristyn DiDominick at the Bucks-Mont Collaborative. Thank you!

[Kristyn@bucksmontcollab.org](mailto:Kristyn@bucksmontcollab.org)

Racial Equity Learning Comm

General discussion

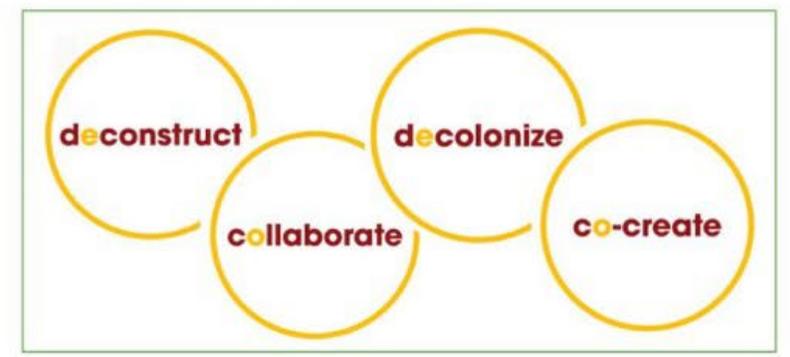
Announcements and Events

Resources

New circle

Direct messages

Home



# Sutra.co

## Racial Equity Learning Community (Bucks & Montgomery Counties, PA)

+ New circle

Add people

**General discussion**

1

**Announcements and Events** 1

1

**Resources**

**Join Sutra!**

**An email invitation will be sent to you.**

PART OF  
[Learning Community](#)

Circles

Tagged ★

10 MEMBERS

See a

This is a private circle

[Show Archived](#)

# Key Dates for Your Calendar

Please make sure these dates, times and Zoom information are on your calendar!

If they are not, [please register for the trainings here](#) and save the calendar information. Thank you!  
Please note that the Jan 4 session will be in-person.



## Racial Equity Learning Community

### Session Dates

January 4  
February 1  
March 1  
April 12\*  
May 3  
June 7  
September 13\*  
October 4  
November 1  
December 6

### Session Times

9:00-11:00am, Zoom

### Schedule Notes

- 1st Wednesday, Monthly
- \*2nd Wednesday
- July & August: Summer Break
- January Session: 9am-12pm, In-Person



Thank you to these wonderful Learning Community funders!



RELC Funders

Thank you very much to these generous funders for their investment, partnership and community commitment!