Diversity, Equity, and Inclusion Team

Timeline & Progress

Steps Towards Infusing Diversity, Equity, Inclusion, and Justice Into Organization Operation

### Alliance’s DEI Milestones

<table>
<thead>
<tr>
<th>Milestones</th>
<th>Partners Involved</th>
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<tbody>
<tr>
<td>DEI Board resolution crafted</td>
<td>Task Completed by: Sarah Davidson (Alliance DC Staff) &amp; Dennis Chestnut (Alliance DC Board)</td>
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<tr>
<td>DEI Board Resolution passed!</td>
<td>Alliance Board</td>
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<tr>
<td>Cultural Competency Training:</td>
<td>All Alliance staff participation at staff retreat</td>
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<td></td>
<td>Facilitated by: Sarah Anderson- DEI Consultant with LilliLeaf Solutions</td>
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<tr>
<td>Privilege Walk held at Forum</td>
<td>Facilitated by: Erin O’Grady (Alliance DC Staff), Alisha Camacho (trained facilitator &amp; community activist), Sarah Anderson (DEI Consultant), Darius Stanton (CBP Equity Intern)</td>
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<tr>
<td>Creation of the Alliance’s DEIT-</td>
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<tr>
<td>Diversity, Equity, and Inclusion Team</td>
<td>Attended by: Jessica Blackburn (Alliance VA Staff), Jeremy Browning (Alliance MD Staff), Erin O’Grady (Alliance DC Staff), Adam Bray (Alliance VA Staff)</td>
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<tr>
<td>DEI Field Session held at Forum</td>
<td>Facilitated by: Erin O’Grady (Alliance DC Staff), Laura Todd (Alliance DC Staff), Lucy Heller (Alliance MD CCC), Dennis Chestnut (Alliance Board), Ruby Stemme (EcoLatinos)</td>
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</table>
May 2018 – October 2018:
DEIT Crafted clear Mission & Vision statements & Alliance’s Organizational DEI Statement

July 2018:
DEIT Crafted 2-year centralized Work Plan

December 2018:
Management team approved budget funding for the DEI team

February 2019 – April 2019:
DEIT Crafted Internal Communications Plan & By-Laws

March 2019:
First Annual DEI Team Retreat: Richmond, VA

2019 DEI Consultant - Projected Timeline:

- Mar. – Apr.: Research consultant expectations, goals, and RFP Process
- May – Jun.: Draft and publish RFP
- Jul. – Aug.: Review applicant pool and hire chosen consultant
- Sept. – Nov.: Consultant gathers information and provides it to DEIT

Current DEI Team members as of May 2019 include:

Jessica Blackburn (VA)  Erin O’Grady (DC)  Amy Hagerden (VA)
Jenna Mitchell (PA)    Laura Todd (DC)   Abbi Huntzinger (MD)
Adam Bray (VA)         Dennis Chestnut (Board Representative)
**Attachments**

Pg. 3: Board Resolution
Pg. 5: DEI Team Mission, Vision, & Statement
Pg. 6: DEI Team By-Laws
Pg. 8: DEI Team 2 year Work Plan

**Resources**

Resources for Organizational Race Equity:

http://interactioninstitute.org/undoing-racism-by-design/

https://static1.squarespace.com/static/56b910ccb6aa60c971d5f98a/t/5b508d9a2b6a2853e2d07b9f/1532005799212/ProInspire-Equity-in-Center-publication-digital-v6.pdf