

## Department Task:

- **Create a War Memorial Racial Equity Action Plan**
- **Submit a War Memorial Racial Equity Framework by Dec 31, 2020**

# War Memorial Racial Equity Framework



Phase one: Internal Focus

Phase two: External Focus



# Understand Where We Are & Create Strategies for Improvement

Develop an understanding of how the War Memorial is doing in relationship to achieving racial equity around seven areas identified by the Office of Racial Equity.

- 1. Hiring and Recruitment**
- 2. Retention and Promotion**
- 3. Discipline and Separation**
- 4. Diverse and Equitable Leadership and Management**
- 5. Mobility and Professional Development**
- 6. Organizational Culture of Inclusion and Belonging**
- 7. Boards and Commissions**

# Methods to develop an understanding

Surveys

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graph TD; A[Surveys] --> B[Stakeholder Interviews/Presentations]; B --> C[Focus groups]; C --> D[Demographic data];
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Stakeholder Interviews/Presentations

Focus groups

Demographic data

# Department Goal: Boards & Commissions

The department's goal is to provide substantive staff support of the War Memorial Board of Trustees special committee focused on racial equity. The War Memorial Board's Racial Equity Committee is charged with providing recommendations to the full board on issues related to Racial Equity.

## Framework Section 7 Boards and Commissions



- 7.1. Ensure a diverse and equitable board and commission members that match the community being served.
- 7.2. Safeguard members so they naturally feel welcomed and valued, not tokenized.
- 7.3. War Memorial Specific: Raise Awareness of the importance of Racial Equity in the Arts.



## Possible next steps

- Invite Stakeholder Racial Equity Reports at WMBT meetings
- Survey Trustees to gauge interest, knowledge & priorities
- Participate in Racial Equity Training
- Develop a WMBT Equity Statement
- Develop a WMBT Racial Equity Assessment Tool for Policies

## 7.3 Raise Awareness of the importance of Racial Equity in the Arts.

- Add a Racial Equity Report to the Monthly Agenda for the dozen Regular Meetings in 2021
- Identify and invite specific licensees to make 3-5 minute presentations to the Board about their Racial Equity programs
- Focus on IMPACT rather than just on intention.





Thank you, Trustees!



Discussion, Questions and  
Concerns