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Racial Equity Collective: Unifying Illinois to Advance Racial Equity

 **NORC** at the
University of
Chicago

Racial Equity Collective

Multi-sector collaboration of community leaders, non-profit and private sector organizations, philanthropic funders, and legislators

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Forefront's Racial Equity Collective Goals



- Serve as a catalyst to generate statewide and regional partnerships and collaborations



- Create a publicly accessible state-wide interactive asset map of racial equity programs and policies to equip our sector



- Advocate with you for policy changes that will create equitable and sustainable communities



- Exemplify and embody trust-based philanthropic principles to bring unbiased funding to the social impact sector

REC Mapping and Findings



 **NORC** at the
University of
Chicago

NORC at the University of Chicago is an objective, nonpartisan, research organization that delivers insights and analysis decision-makers trust.

 Research You Can Trust™

NORC's Center on Equity Research

- Launched in 2022, the Center for Equity Research advances equity through the development, implementation, and dissemination of high-quality inclusive and equitable (I&E) social science research design and methodology.
- The CER is housed in The Bridge at NORC, a community of researchers and programs covering a variety of substantive domains and exemplifying NORC's commitment to the highest standards of academic excellence and research innovation.



Study Overview

- Methods
- Survey Study
- Qualitative Interviews
- Illinois Database of Racial Equity Asset Map (iDREAM)

Methodology

Methodology: Defining racism

"a belief that race is a fundamental determinant of human traits and capacities and that racial differences produce an inherent superiority of a particular race."

"the systemic oppression of a racial group to the social, economic, and political advantage of another."

Methodology: Defining equity

"...the consistent and systematic, fair, just, and impartial treatment of all individuals, including individuals who belong to underserved communities that have been denied such treatment..." (adapted from Executive Order 13985).

Methodology: Defining racial equity

We define **racial equity** as the process of correcting historical or contemporary imbalances between racial and ethnic groups. These imbalances may span across political, legal, social, and economic systems.

Questions?

Methodology: Selection for survey

Non-profit organizations in Illinois with the following criteria:

- Mission statement identified themselves as working on issues of racial justice or racial equity.
- One or more policies/programs focused on racial equity work.

Number of Organizations and their Work*

Organizations with Programs	207
Organizations with Policies or Policy Initiatives	156
Organizations Reporting Other Approaches	15

*Organizations providing “direct services only” were screened out.

*Counts are not mutually exclusive.

Methodology: Selection for interviews

Non-profit organizations in Illinois with the following criteria:

- Mission statement identified themselves as working on issues of racial justice or racial equity.
- One or more policies/programs focused on racial equity work.
- Did not complete the survey study.
- Located and operating outside the Chicagoland area.

Methodology: Survey vs Interview Coverage in IL



Survey coverage

Primarily Chicagoland

Quad Cities

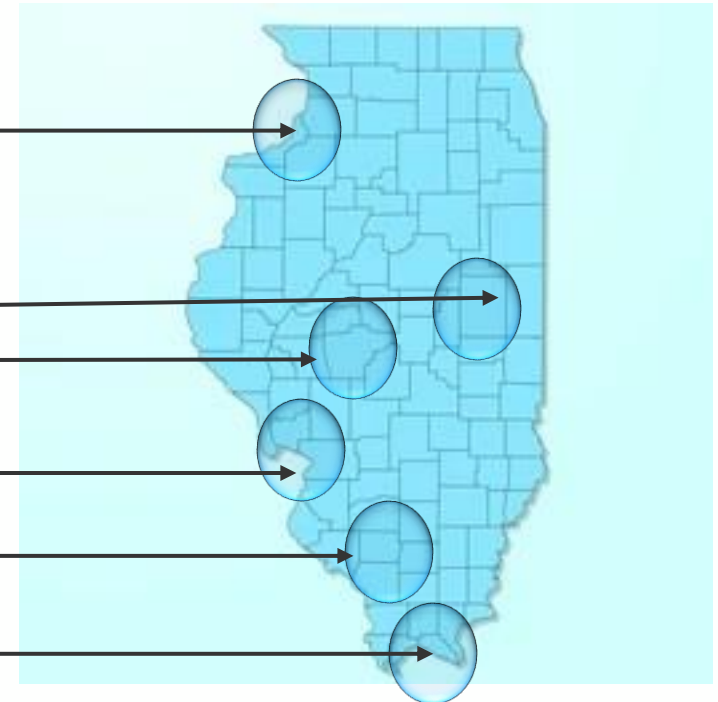
Champaign

Springfield

East St. Louis

Carbondale

Southern IL



Interview coverage

Methodology: Limitations

Study used a non-probability convenience sample design and organizations are not representative of all organizations doing racial equity work in Illinois.

Survey Study

Survey Study: Tenure of Policies/Programs



262* policies identified

- 62% existed for 0-4 years
- 16% existed for 5-9 years
- 22% existed for 10+ years

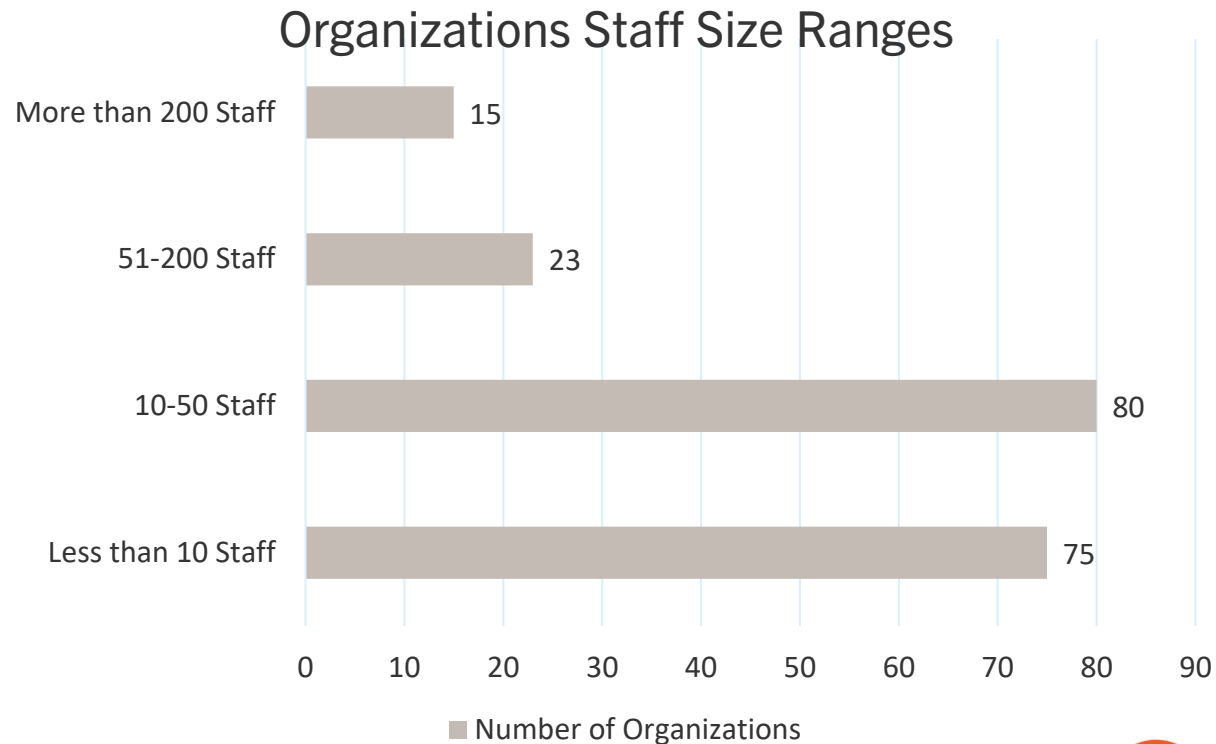
- ### Equity Topics
- Families & Youth Development
 - Public Policy & Advocacy
 - Trauma & Healing
 - Employment & Labor
 - Healthcare
 - Housing



600*+ programs identified

- 51% existed for 0-4 years
- 18% existed for 5-9 years
- 31% existed for 10+ years

Survey Study: Number of Staff

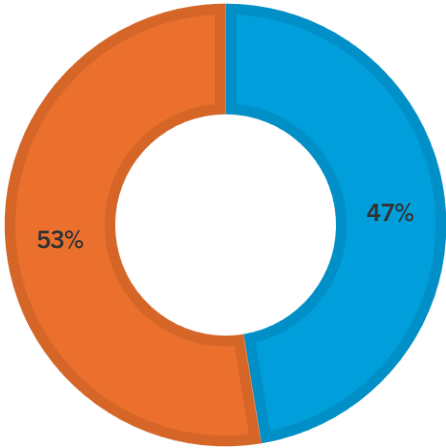


Majority of responding organizations doing racial equity work have less than 50 employees

Survey Study: Diverse Staff Prioritizing Racial Equity

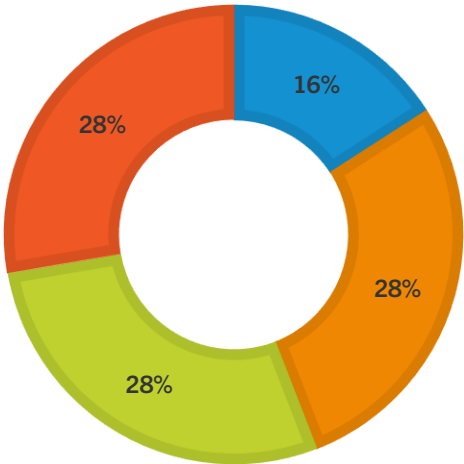
BILPOC SENIOR LEADER (N=194)

■ Yes ■ No



ENTIRE STAFF PERCENT BILPOC (N=195)

■ Under 25% ■ 25% to 50% ■ 51% to 75% ■ 76% to 100



Survey Study: Challenges to Advancing Racial Equity



Funding

siloed, limited,
short-term,
inflexible



Capacity

lack time to
train, build trust
and knowledge



Systemic Racism

historical
structural
inequities



Attitudes

misconceptions
and denial of
racism



Inclusivity

need for greater
diversity in orgs,
sectors, society



Data

limited data
& lack shared
terminology

Questions?

Qualitative Interviews

Interviews: Factors Influencing Racial Equity Work

1

Historical Legacies of Exploitation
& Discrimination

2

Present-day Political Environment

3

Density and Regional Development

4

Proximity to IL State Borders

5

Support from Local Institutions
and Key Local Stakeholders

Questions?

iDREAM: Illinois Database of Racial Equity Asset Map

[Myforefront.org/idream](https://myforefront.org/idream)

Amplify your work and join us on the map!



Join our Collective!

Forefront's Racial Equity Collective



Inaugural Cohort



Regional Roundtables

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Questions?

Thank You!

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hcf Healthy
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Genius **ELIZABETH MORSE**
CHARITABLE TRUST

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FIELD
FOUNDATION
OF ILLINOIS

POLK BROS
FOUNDATION

The Elizabeth Morse
Charitable Trust

 **imc**


The **LUMPKIN** FAMILY
Foundation

THE
KRESGE
FOUNDATION

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To support this vital work, please contact Clayton Neighbors, Director of Institutional Advancement
at cneighbors@myforefront.org

Thank you!

Join our Collective



If you are interested in joining the Racial Equity Collective, please email us at rec@myforefront.org

