Racial Equity Collective

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

Sharmin Shahjahan, Director of Racial Equity Collective
sshahjahan@myforefront.org
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 is an objective, nonpartisan, research organization that delivers insights and analysis decision-makers 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.

<table>
<thead>
<tr>
<th>Number of Organizations and their Work*</th>
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</thead>
<tbody>
<tr>
<td>Organizations with Programs</td>
</tr>
<tr>
<td>Organizations with Policies or Policy Initiatives</td>
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<tr>
<td>Organizations Reporting Other Approaches</td>
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</tbody>
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*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:
- Primarily Chicagoland
- Quad Cities
- Champaign
- Springfield
- East St. Louis
- Carbondale
- Southern IL
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

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

262 Policies
- 262* policies identified
  - 62% existed for 0-4 years
  - 16% existed for 5-9 years
  - 22% existed for 10+ years

602 Programs
- 600*+ programs identified
  - 51% existed for 0-4 years
  - 18% existed for 5-9 years
  - 31% existed for 10+ years
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: 53%  
No: 47%

ENTIRE STAFF PERCENT BILPOC (N=195)

- Under 25%: 16%
- 25% to 50%: 28%
- 51% to 75%: 28%
- 76% to 100: 28%
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?
Amplify your work and join us on the map!
Join our Collective!

Forefront’s Racial Equity Collective

Inaugural Cohort

Regional Roundtables
Questions?
Thank You!

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