

Anti-Racist Strategic Plan

DRAFT September 2020



In 2020, SANCA formally created the Anti-Racist Team to establish and implement strategies to ensure that SANCA reflects its community and serves all people regardless of background, identity, and socioeconomic status.

Goal #1

Transform SANCA's leadership to increase BIPOC representation and decentralize whiteness

Objective: Add at least two BIPOC members to the SANCA Board of Directors				
Actions	Responsible	Measurement	Latest Due Date	Progress Report
Change bylaws to allow a Staff representative on the SANCA Board	Board of Directors	Amended bylaws approved	September 2020	COMPLETED
Approve resolution to make next two Board members BIPOC	Board of Directors	Resolution adopted by Board	September 2020	COMPLETED
Conduct selection process for staff representative to the Board with staff input; focus on BIPOC candidates	AR Team	Staff given input on selection; candidate identified and sent to Board	December 2020	
Contact potential BIPOC candidates to assess interest; forward interested candidates' contact info to Board leadership	AR Team	Eight or more candidates contacted + three or more sent to Board	December 2020	
Elect BIPOC staff to the Board	Board of Directors	BIPOC Staff member voted onto Board	February 2021	
Meet with and recruit BIPOC candidates; invite interested parties to attend Board meeting	Board President & Executive Director	Meetings with at least three candidates	March 2021	
Formally vote on one or two BIPOC Board members	Board of Directors	One or two BIPOC members voted onto Board	June 2021	