

## Goal #3

*Be accountable and transparent in anti-racist efforts to SANCA's community*

<b>Objective: Create opportunities for reporting and input with the community</b>				
<b>Actions</b>	<b>Responsible</b>	<b>Measurement</b>	<b>Latest Due Date</b>	<b>Progress Report</b>
<b>Create community group to meet</b>	AR Team	Monthly meetings	November 2020	
<b>Highlight anti-racist efforts in SANCA Annual Report</b>	Executive Director	Anti-racist report section in 2020 Annual Report (and future years)	March 2021	
<b>Host forums and community conversations to further the dialogue on SANCA's anti-racist efforts</b>	AR Team	At minimum once annual forums conducted	Sometime in 2021 and ongoing	Town Hall held in August 2020 addressed anti-racism conversation
<b>Create webpage on SANCA website that features this plan with progress updates and other information on SANCA's anti-racist activities</b>	AR Team to draft content; Marketing Director to update website	Page created and published; updated with new information at least quarterly	December 2020	First draft sent to AR Team for review
<b>Assess engagement on our community education efforts</b>	AR Team	Create survey to ask community if they are reading and using the resources, we are providing	December 2020	
<b>Establish a shared vocabulary within the SANCA community</b>	AR Team	Host a forum to help staff and Board understand and agree on anti-racist terms and objectives	November 2021	Conversation on vocabulary started within AR Team