

# 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*

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

## Objective: Add BIPOC Members to Staff Leadership

<b>Actions</b>	<b>Responsible</b>	<b>Measurement</b>	<b>Latest Due Date</b>	<b>Progress Report</b>
<b>Create AR Team with BIPOC staff members as leadership</b>	Executive Director	AR Team active and meeting with BIPOC chair(s)	May 2020	COMPLETE and ongoing
<b>Add at least one BIPOC member to Staff Leadership ("Directors")</b>	Executive Director	BIPOC Member hired as a Director	August 2020	COMPLETED (for now)
<b>Update and revise Staff Recruitment Policy to seek out, encourage, and assist BIPOC candidates</b>	Executive Director, Director of Staff Success	New policy adopted by Board of Directors	May 2021	
<b>Create AR Director position led by BIPOC person</b>	Executive Director	Hiring a person in this position	January 2022	

## Goal #2

*Provide educational opportunities to SANCA staff and community on anti-racist issues*

<b>Objective: Provide educational opportunities</b>				
<b>Actions</b>	<b>Responsible</b>	<b>Measurement</b>	<b>Latest Due Date</b>	<b>Progress Report</b>
<b>Create Anti-Racist Book Club for staff and SANCA community</b>	Lily B.	Book Club established and meeting regularly	August 2020	Started; needs to expand to include larger SANCA community
<b>Install Land Acknowledgement that acknowledges that SANCA operates on land that was originally occupied by the Duwamish Tribe.</b>	Trevor, Jasmine	Approved by the Board of Directors; posted on website	November 2020	Draft written & approved by AR Team, ready to forward to Board
<b>Create the 'Power of Three' to share three anti-racist resources every Tuesday on social media (books, podcasts, movies, etc.) to help the SANCA community learn how to be better allies to marginalized communities</b>	AR Team	Power of Three posts go on social media every Tuesday along with Blackout post	December 2020	
<b>Establish a shared vocabulary within the SANCA community</b>	AR Team	Host a forum to help staff and Board understand anti-racist terms and objectives	May 2021	Conversation of vocabulary started within AR Team
<b>Conduct required staff and Board trainings on anti-racism; also investigate bringing in outside speakers in future years</b>	Manjit, Tania	Trainings conducted and attended by all staff at least once annually	May 2021 and ongoing	

## Objective: Spotlight BIPOC circus artists

<b>Actions</b>	<b>Responsible</b>	<b>Measurement</b>	<b>Latest Due Date</b>	<b>Progress Report</b>
<b>Social media Tuesday Black-out features BIPOC Circus &amp; Performing Artists – with no other posts</b>	AR Team / Marketing Director	All social media accounts only feature these posts each Tuesday	Ongoing	Started Summer 2020; Completed and ongoing
<b>Create a “spotlight” on Coach Wall in Front Office to showcase BIPOC Circus Artists</b>	Jasmine, Trevor, Max	Wall installed and featuring artists	January 2021	

## 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

## Goal #4

*Prioritize anti-racist efforts by committing organization resources*

<b>Objective: Invest SANCA resources in anti-racist efforts and programs</b>				
<b>Actions</b>	<b>Responsible</b>	<b>Measurement</b>	<b>Latest Due Date</b>	<b>Progress Report</b>
<b>Add a line item to the annual budget for anti-racist efforts</b>	Executive Director	Board approved budget includes anti-racist line item with committed dollars	December 2020 for the 2021 Budget	
<b>Increase the dollar investment for anti-racist efforts by minimum 100%</b>	Executive Director	Board approved budget includes 100% increase over 2021 for anti-racist work	December 2021 for the 2022 Budget	
<b>Include funds in the annual budget for staff training on anti-racism</b>	Executive Director	Board approved budget includes line item for staff training	Each December	
<b>Commit annual funding to programming for marginalized community members</b>	Executive Director	Board approved budget includes line item for Celestial Circus and/or other similar programs	Each December	
<b>Create equitable compensation policy</b>	Executive Director and Director of Staff Success	Public record of pay structure and payment for staff	May 2021	