

PHILADELPHIA YOUTH SPORTS COLLABORATIVE

RACIAL AND SOCIAL EQUITY COMMITMENT

Within the scope of our sports-based youth development (SBYD) vision, mission and work, our Collaborative, through its board and staff, is fully committed to achieving the racial and social equity objectives in this Commitment.

Systemic racism, stemming from slavery, the Jim Crow era and ongoing inequities, deserves special attention because of its impact on the Black and Brown children we support. However, we also recognize that the scope of our Commitment should include other people marginalized by discriminatory practices. These include, but are not limited to, Latino, Asian, Native American, Women and Girls and LGBTQ groups. Accordingly, our Commitment uses throughout “Racial and Social Equity” in the broadest sense.

Simply put, our goal is bold: to become an organization whose work and culture exemplifies the highest standards of Racial and Social Equity.

Objective 1: We Will Take Responsibility and be Accountable for Racial and Social Equity in Everything the Collaborative Does.

We will integrate a racial and social equity perspective, action and accountability into our work at all levels, both internal to the organization (Board, committees, task forces and staff) and in our dealings with external organizations. We will be accountable for this work through use of specific objectives, plans, timetables, measurable outcomes and effectiveness assessments.

Strategic Initiatives

- Develop board and staff recruitment policies which recognize the value that diverse candidates bring to our organization;
- Discern carefully and steer towards relationships with sponsors, funding and other organizations that genuinely honor diversity, equity and inclusion in practice and steer away from others that do not;
- Select outside consultants, vendors and other firms based upon a fair and objective selection method that includes organizations that, to the extent practical, share a commitment to Racial and Social Equity as evidenced by minority ownership, management, past practice and other relevant factors;
- Ensure that annual budgets/forecasts provide adequate funds to cover the cost of meaningful implementation of this Commitment;

- Assign execution responsibility to the Executive Director and oversight responsibility to the Executive Committee for carrying out the purpose and intent of this initiative, recognizing that all other standing and ad hoc board committees have a shared responsibility as well;
- Ask each board member to affirm this Commitment as part of the annual acknowledgement of director responsibilities;
- Develop priorities, activity goals, board assessments and other up-to-date best practices and tools to measure our success in achieving the strategies under each Objective; and
- Periodically (at least every 3 years) conduct an objective organizational-wide Racial and Social Equity assessment and report card on implementation of this Commitment.

Objective 2: We Will Build Racial and Social Equity Awareness.

We will foster awareness and promote honest and courageous dialogue at board and management levels and with our member organizations including, but not limited to: i) increasing individual awareness of, and our responsibilities with regard to, Racial and Social Equity; ii) increasing awareness of how racism and discrimination in the communities we serve impacts the Collaborative's work; iii) understanding our role in pursuing Racial and Social Equity through the Collaborative's work; and iv) learning and utilizing specific methods to address Racial and Social Equity in our work, language and thinking.

Strategic Initiatives

- Build board and staff “awareness”, including a retreat on Racial and Social Equity and related trainings;
- Incorporate DEI principles and educational materials into new Board and Committee member and staff orientations;
- Learn to use and employ “asset framing” (positive) terms instead of “deficit-based” negative language and avoid negative “labeling” when referring to the “under-resourced” children we and our members seek to help (emphasizing instead the negatively-impacting systematic barriers our member organizations and the children they serve face); and
- Purposely apply the above communication strategies across all of our policy, research, funding, program, advocacy and third-party relationship activities.

Objective 3: We will Exercise Racially and Socially-Sensitive Communications.

We will issue a strong statement which reflects our Commitment to Racial and Social Equity; ensure that all communications are screened through a Racial and Social Equity lens; and learn how to use racially and socially-sensitive language in oral and written communications.

Strategic Initiatives

- Publish, through multiple media channels, the salient elements of this Commitment and an accompanying statement of principles that flow from it;
- Incorporate this Commitment into our vision and mission;
- Adopt socially-sensitive, responsible language and terminology and use such language and terminology at all organizational levels and in all of our communication channels; and
- Develop and publish impactful “stories” that profile in a positive way the children we help and the success of our programs, with each story having multiple uses tied to our program, fundraising and advocacy work.

Objective 4: We Will Advocate for Racial and Social Equity.

We will advocate for targeted, impactful Racial and Social Equity commitments and initiatives from our member and partner organizations; and working with other credible organizations, we will advocate for policy-oriented legislative and regulatory Racial and Social Equity changes that will positively impact youth-based sports for the youth we support.

Strategic Initiatives

- Incorporate a Racial and Social Equity commitment into the written principles we ask our member organizations to sign;
- Incorporate racial and social equity principles, education and training into our work with governmental organizations;
- Become a leader in the national dialogue among and advocacy of similar organizations on the subject of play equity;
- Develop tools for Board members and staff to use in describing this Commitment to family, friends and other outside constituencies; and
- Develop sustainable relationships with a broader segment of leaders and organizations (including churches) serving diverse communities.

Objective 5: We Will Critically Evaluate and Broaden the Racial and Social Equity Elements of our Programs.

We will ensure that all existing and new programs are pursued and evaluated from a Racial and Social Equity perspective. We will intentionally pursue broader program-related Racial and Social Equity initiatives for the purpose of assisting diverse and under-resourced communities through sports-based youth development with our member organizations and a broader segment of other community organizations.

Strategic Initiatives

- Incorporate Racial and Social Equity into the criteria we use to evaluate potential and existing programs;
- Continue our current Racial and Social Equity education series for members and consider expanding it to include distinguished speakers and broader audiences;
- Develop Racial and Social Equity training materials as a resource for member organizations;
- Serve as a central, up-to-date repository for educational materials, videos and other resource materials on Racial and Social Equity as it relates to sports-based youth development; and
- Consider and, if appropriate, seek innovative program grants, other funding sources and methodologies that will effectively promote, in meaningful ways, play equity, programs and best practices that advance Racial and Social Equity for the benefit of the youth served by our member organizations.