



# FORWARD THROUGH FERGUSON

## THREE ACTION STRATEGIES. THREE YEARS. TOWARDS #STL2039.

Policy & Systems Advocacy		Racial Equity Capacity Building		Sustainability	
<p><b>Policy/Systems Advocacy Campaigns</b></p> <p>Three campaign areas aligned to the Report: Justice for All + Youth at the Center + Opportunity to Thrive</p> <p><u>Prioritization of 3 Sets of Policy Changes:</u>            Promise Zone Canvas + policy agenda analysis + stakeholder interviews</p>	<p><b>Accountability</b></p> <p><u>Report on the Report:</u>            Calls to Action achieved + know who is implementing + understand gaps &amp; lack of momentum</p> <p><u>Equity Indicators:</u>            Quantify/rate our region's progress towards Racial Equity + dashboard + aligned to JFA, YAC, OTT, RE + ultimately builds regional accountability</p>	<p><b>Build Community</b></p> <p><u>Community of Practice:</u>            Practitioners connect, learn, align &amp; partner</p> <p><u>Roundtable:</u>            Institutions partner, learn, &amp; problem solve</p> <p><u>Key Stakeholder Groups:</u>            Accountable bodies + institutions working in the JFA, YAC, OTT, RE areas + civic, biz, philanthropic, &amp; media</p>	<p><b>Grow Capacity</b></p> <p><u>Membership + Match -Making:</u>            Pair member institutions to the best practitioner based on where they are on the Path to ensure responsive capacity building</p> <p><u>Accountability:</u>            Publicly track institutional &amp; regional progress</p>	<p><b>Catalyze 25-Year Racial Equity Fund</b></p> <p><u>\$25 Million Fund</u>  <u>Housed at a foundation with shared commitment to Racial Equity</u>  <u>Funding Priorities:</u>            Policy &amp; systems change aligned to report + community engagement + institutional Racial Equity capacity building + small percentage supports FTF mobilizing partners</p>	<p><b>FTF Resource Development</b></p> <p><u>Diverse Revenue Streams:</u>            Traditional + apparel + earned Revenue</p> <p><u>Community-Centered Fundraising Principles</u></p>

Strong [Community Governance Structures](#) put Impacted Community Members of Color in decision making seats that inform the implementation, iteration, and evaluation of each #STL2039 Action Strategy

# A PATH TO RACIAL EQUITY

**Awareness**  
of Inequity

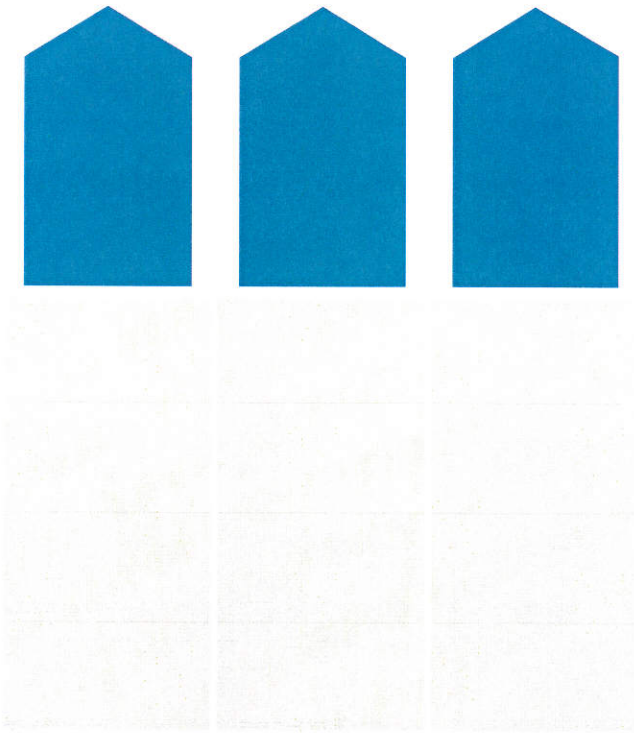
**Understanding**  
of Why Inequity Exists

**Transforming**  
Towards Equity

Regional

Institutional

Individual



Awareness

Understanding

Transforming

Awareness  
Education  
"Lifting the veil"

Uncomfortable:  
• Learnings • Explorations  
• Considerations  
History

Focus on data and outcomes  
New and intentional:  
• Habits • Policies  
• Choices • Behavior

Working On

Diversity, Inclusion,  
Tolerance,  
Cultural Competency,  
Race as a social construct

Institutional racism,  
Intersectionality,  
Internalized oppression,  
Internalized superiority

Disaggregated data,  
Racial Equity Lens,  
Structural Racism,  
Equity-driven strategy,  
Liberation

Common  
Language

TOWARD EQUITY