

# 2023 Anti-racism Goals and Activities

## Background

In Summer of 2022, the HOPE National Resource Center developed the first-ever HOPE Anti-Racism Progress Report. The report covered three key areas: (1) administration and operations; (2) activities and programs; (3) Communications and public recognitions. The final section of the report was *Goals and priorities moving forward*, and a preliminary list of eight goals based on the information included in the report.

## HOPE Anti-racism Goals\* for 2023

- 1. Audit** resources and trainings to align with written materials guidelines
  - 30% of resources and 20% of trainings by September 30, 2023
- 2. Increase** the diversity of facilitator and ambassador trainings
  - Identify 3 diversity-focused organizational partners each quarter
- 3. Align** demographic data collection across major TTA offerings:
  - Annual summit, facilitator and ambassador trainings, and online courses
- 4. Continue** to develop and expand an internal culture of anti-racism in the National Resource Center by committing to annual assessment and goal-setting
- 5. Seek** ongoing information, resources, and support from FACEs and NAB members
  - Hold quarterly meetings for each group, including 1 joint meeting
  - Offer 2 technical assistance opportunities per quarter to FACEs members
- 6. Establish** a diversity goal for staffing the National Resource Center
- 7. Apply** for at least one grant to support researchers from underrepresented groups.
- 8. Develop** 1 resource for HOPE certified organizations to assess experiences of racism for the children and families in their programs. The resource will become part of their HOPE-related quality improvement programs

\* *Goals are specific, measurable, achievable, relevant, and time bound (SMART)*

## Review Process

The HOPE National Resource Center engaged consultants from The Code Group, who had facilitated our adoption of a formal anti-racism commitment. The Code Group facilitated a discussion in a joint workshop meeting with the HOPE National Advisory Board and the FACE (Family and Community Experts) of HOPE Advisory Council. Our staff also interviewed individual members to solicit their feedback. The consensus was that HOPE has built solid infrastructure to transition to more external anti-racism activities.

## 2023 Planning

We reconvened to determine next steps. The team decided to transition the identified preliminary goals into activities and, separately, to set SMART goals with data-driven measures. We intended to review this ongoing process every year.