

GREAT FUTURES START **HERE.**



## **Boys & Girls Club of Greater Lowell's Racial Equity Action Plan**

**Youth Support-** We will ensure that we are supporting our youth and their parents/guardians as they deal with the trauma caused by racial injustice and discrimination through regular check-ins and an open door policy.

**Youth Voice-** We will continue to create a safe space for our teens, especially those from marginalized communities, to have a voice and to amplify that voice and provide them with the tools they need to affect change in the system by supporting them when they speak to representatives, attend community rallies, and strive for change.

**Safe Space-** We will continue to work to create an environment of inclusion, acceptance, and kindness for our members, volunteers, staff and stakeholders. We will ensure a zero tolerance policy for racism, or discrimination of any kind.

**Communications-** We will share resources for having dialogue with youth and adults about race, supporting mental health initiatives, and for becoming a stronger ally. We will utilize our platforms to provide a voice for the BIPOC (Black, Indigenous and People of Color) community.

**Human Resources-** We will re-examine our hiring practices, professional development, compensation, and promotion practices to ensure that there is no bias, that our team has the proper cultural competency and anti-racism training and that we are recruiting as representative a team as possible at all levels of the organization, as well as conducting more outreach to communities of color and making job opportunities more accessible for all communities.

**Volunteers-** We will work to expand the number of diverse volunteers on our boards, our committees, in program areas, and on our parent council. We will increase the number of volunteers who have similar backgrounds and experiences to the youth that we serve through refined outreach practices.

**Social Connections-** Our organization is privileged to be well connected and we will become more intentional about connecting people of color to the various power structures we are associated with such as fundraising events, committees, and task forces in order to expand upon the groups and individuals who have access to power.

**Fundraising-** We will examine all fundraising practices to ensure they are fair and equitable, and recognize our donors, staff, volunteers and Club families as partners in the vision to ending generational poverty in Lowell. It will be clear to anyone who is part of this partnership that discrimination of any kind will not be tolerated.