



SOCIAL JUSTICE HANDBOOK OF RESOURCES

DEVELOPED BY: EHSC EQUITY COMMITTEE



CONTENTS

Overview 4

- How It Was Developed 4
- Vision 4
- Intended Audience 4
- Suggestions/Feedback Send To 4
- Committee Member Names..... 5

Diversify Boards..... 6

- Op-ed nonprofits need to catch up on diversifying their boards, article 6
- Addressing Diversity and Inclusion on Nonprofit Boards ebook 6
- 10 Steps to a More Diverse Board 6
- Taking Action on Board Diversity Five Questions to Get you Started..... 6
- Including Diversity in Nonprofit Bylaws 6
- Building a Diverse Board 6
- Board Evaluations..... 6
- Diversifying Boards best practices with Robert Whitt (video interview)..... 6
- 6/17 EHSC Pane Discussion Recording, Diversifying Boards..... 6
- Accelerating Nonprofit Board Diversity 6
- How to Build Diversity on the Board of Directors 6
- Trustee DEI Survey 7
- Employee DEI Survey..... 8

Building Awareness 9

- Anti-racism resources..... 9
- Disrupt Disparities Executive summary..... 9
 - Disrupt Disparities report 9
 - Disrupt Disparities 9
- Illinois Municipal League, Race and Equity Resources..... 9
- DEI Diagram 9
- United Way Challenge Information..... 9
- Racial Healing Circle 9
- Northern Illinois Center for Nonprofit Excellence (Offers trainings at no cost) 9

Courageous Conversation Facilitator Training, Traci Ellis	9
Cultural competency with Traci Ellis	9
Bystander Intervention Trainings	9
Racial Equity Action Plans, A How-to Manual	9
Racial Equity Toolkit: An Opportunity to Operationalize Equity Article	9
Awake to Woke to Work: Building a Race Equity Culture.....	9
Iceberg Concept of Culture Images and PDFs, PBS	9
Coming Together: Talking to Children About Race and Identity (Sesame Street)	9
Why Diversity, Equity, and Inclusion Matter for Nonprofits.....	9
Racial Equity Tools.....	10
Racial Justice Resources	10
Foundations of Diversity and Inclusion at Work – Free Course	10
Hispanic Heritage Month – Gail Bordon Resource.....	10
Diversity Calendar	10
Anti-Racism Commitment Document	10
An article about Equality and Equity: Equality vs Equity: What’s the Difference?	10
An article to help parents: How White Parents Can Talk to Their Kids About Race	10
An article about environmental racism: A New EPA Report Shows That Environmental Racism is Real – The Atlantic	10
Watch this video about How the US stole thousands of Native American children – Bing video.....	10
Healthy People, LGBTQIA+	10
Dr. Antoino Ramirez, Latinx 101 Equity Moment Presentation.....	10

Recruiting for Diversity **12**

10 Workplace Diversity & Inclusion Ideas You Can Implement Today	12
Diversity Hiring: 6 Steps to Hiring More Diverse Candidates.....	12
Toolkit for Recruiting & Hiring a More Diverse Workforce.....	12
Recruiting for Diversity.....	12
Inclusive Hiring Practices: Why You Should Change The Way You Screen Employees.....	12
Workplace Diversity Through Recruitment - A Step-by-Step Guide	12
Diversity Hiring is more than a Checkbox	12
8 Inclusive Hiring Practices.....	12

OVERVIEW

HOW IT WAS DEVELOPED

The Elgin Human Service Council Racial Equity and Justice committee was created and is working to find and identify opportunities to raise social injustice awareness and share them with the members of the Council. This includes encouraging the agencies who have social and racial injustice activities within their organizations to share their experiences. In addition, the committee will gather information and resources to assist agencies in reviewing internal policies and procedures to support racial equity and justice and make these resources available to the surrounding community and partner agencies. The committee will also research and identify ways the Council agencies can work together to bring social and racial equity awareness to the whole Elgin community.

The social justice handbook of resources was developed through the encouragement and support of the Elgin Human Services Council, in consultation with [David Luna](#), Luna Consulting & Coaching.

As a committee we identified our priorities as the following:

Creating and/or identifying opportunities to raise awareness of racial equity and justice, both within the EHSC and in the community. Within the EHSC, the Equity Committee thinks it is particularly important that members have opportunities for discussion and knowledge sharing with each other, in spaces that support respectful, authentic and confidential exchange.

Developing resources that EHSC members can use to identify which of their policies or practices need to be reinforced/replicated or changed/improved to better support racial equity and justice. The committee recognizes that different types of organizations are members of the EHSC and that it is therefore important to avoid “one size fits all” approaches.

Please note, there about two dozen links sourced below, which lead to many more other resources. Most of the resources are free, however, a few resources within the links may direct you to a paywall, these are beyond our control. Additionally, there many be some resources which direct you to the wrong place, this is also beyond our control; the original author would need to fix it.

VISION

Our hope in the development and ongoing enhancement of this handbook, organizations will feel well-equipped in driving forth racial equity and justice initiatives as well as diversity, equity and inclusion initiatives. We envision the use of his handbook to reinforce, update and/or change organizational policies and practices.

INTENDED AUDIENCE

Elgin Human Service Council, human service organizations and similar nonprofits organizations.

SUGGESTIONS/FEEDBACK SEND TO

This handbook is updated regularly each month. Please send us your feedback and/or enhancements requests to ehscequity@googlegroups.com

Please note some links requires access to adobe or another similar software to access content. Similar software is available for free download online.

COMMITTEE MEMBER NAMES

Lulu Blacksmith, Nancy Coleman, Joann Hartmann, Edward Hunter, Donna Jackowiak, Courtney Littlejohn, Mansi Patel, and Robert Whitt

DIVERSIFY BOARDS

[OP-ED NONPROFITS NEED TO CATCH UP ON DIVERSIFYING THEIR BOARDS, ARTICLE](#)

[ADDRESSING DIVERSITY AND INCLUSION ON NONPROFIT BOARDS EBOOK](#)

[10 STEPS TO A MORE DIVERSE BOARD](#)

[TAKING ACTION ON BOARD DIVERSITY FIVE QUESTIONS TO GET YOU STARTED](#)

[INCLUDING DIVERSITY IN NONPROFIT BYLAWS](#)

[BUILDING A DIVERSE BOARD](#)

[BOARD EVALUATIONS](#)

[DIVERSIFYING BOARDS BEST PRACTICES WITH ROBERT WHITT \(VIDEO INTERVIEW\)](#)

[6/17 EHSC PANE DISCUSSION RECORDING, DIVERSIFYING BOARDS](#)

Passcode: W2WfUMQ#

[ACCELERATING NONPROFIT BOARD DIVERSITY](#)

[HOW TO BUILD DIVERSITY ON THE BOARD OF DIRECTORS](#)

TRUSTEE DEI SURVEY

DIVERSITY, EQUITY AND INCLUSION TRUSTEE SURVEY

Question	Strongly agree	Agree	Neutral/I don't know	Disagree	Strongly disagree
Q1. The Board of Trustees and leadership speak about and embody diversity, equity and inclusion.					
Q2. The board of trustees and leadership publicly guide the organization to provide clear messages supporting diversity, equity and inclusion.					
Q3. The Board of Trustees and leadership openly discuss conscious and unconscious social privileges and encourage an environment for free and open expression of ideas, opinions and beliefs.					
Q4. The Board of Trustees and leadership are dedicated to providing a physical environment that caters to people of all abilities.					
Q5. The Board of Trustees ensures there is a safe environment to discuss issues related to diversity, equity, and inclusion and acknowledges days of religious, spiritual, and cultural observance when setting board meeting schedules and events.					
Q6. The Board of Trustees seeks ways to meaningfully increase the diversity of its board composition across all lines of difference, creates recruitment plans to actively target populations that are not represented on the board, and regularly assesses board member composition.					
Q7. The Board of Trustees promotes a welcoming environment (signs, and materials with diverse images, such as people of all ages and racial backgrounds, same-sex couples, transgender people, people with disabilities, and/or rainbow stickers.).					
Q8. The Board of Trustees maintains policies to effectively address all discrimination complaints.					
Q9. The Board of Trustees implements a conflict of interest policy.					
Q10. The Board of Trustees authorizes a unisex bathroom that is safe for transgender and gender-nonconforming people.					

EMPLOYEE DEI SURVEY

DIVERSITY, EQUITY AND INCLUSION EMPLOYEE SURVEY

Question	Strongly agree	Agree	Neutral/ I don't know	Disagree	Strongly disagree
Q1. The Board of Trustees and leadership speak about and embody diversity, equity and inclusion.					
Q2. The board of trustees and leadership publicly guide the organization to provide clear messages supporting diversity, equity and inclusion.					
Q3. The Board of Trustees and leadership openly discuss conscious and unconscious social privileges and encourage an environment for free and open expression of ideas, opinions and beliefs.					
Q4. The Board of Trustees and leadership are dedicated to providing a physical environment that caters to people of all abilities.					
Q5. Employees who are different from most others are treated fairly within our organization.					
Q6. People of all cultures and backgrounds are respected and valued here.					
Q7. I feel included and respected within the organization.					
Q8. I am comfortable talking about my background and cultural experiences with my colleagues.					
Q9. Employees of different backgrounds interact well within our organization.					
Q10. Racial, ethnic, and gender-based jokes are not tolerated at this organization.					

BUILDING AWARENESS

[ANTI-RACISM RESOURCES](#)

[DISRUPT DISPARITIES EXECUTIVE SUMMARY](#)

[DISRUPT DISPARITIES REPORT](#)

[DISRUPT DISPARITIES](#)

[ILLINOIS MUNICIPAL LEAGUE, RACE AND EQUITY RESOURCES](#)

[DEI DIAGRAM](#)

[UNITED WAY CHALLENGE INFORMATION](#)

[RACIAL HEALING CIRCLE](#)

NORTHERN ILLINOIS CENTER FOR NONPROFIT EXCELLENCE (OFFERS TRAININGS AT NO COST)

[COURAGEOUS CONVERSATION FACILITATOR TRAINING, TRACI ELLIS](#)

[CULTURAL COMPETENCY WITH TRACI ELLIS](#)

[BYSTANDER INTERVENTION TRAININGS](#)

[RACIAL EQUITY ACTION PLANS, A HOW-TO MANUAL](#)

[RACIAL EQUITY TOOLKIT: AN OPPORTUNITY TO OPERATIONALIZE EQUITY ARTICLE](#)

[AWAKE TO WOKE TO WORK: BUILDING A RACE EQUITY CULTURE](#)

[ICEBERG CONCEPT OF CULTURE IMAGES AND PDFS, PBS](#)

[COMING TOGETHER: TALKING TO CHILDREN ABOUT RACE AND IDENTITY \(SESAME STREET\)](#)

[WHY DIVERSITY, EQUITY, AND INCLUSION MATTER FOR NONPROFITS](#)

[RACIAL EQUITY TOOLS](#)

[RACIAL JUSTICE RESOURCES](#)

[FOUNDATIONS OF DIVERSITY AND INCLUSION AT WORK – FREE COURSE](#)

[HISPANIC HERITAGE MONTH – GAIL BORDON RESOURCE](#)

[DIVERSITY CALENDAR](#)

[ANTI-RACISM COMMITMENT DOCUMENT](#)

AN ARTICLE ABOUT EQUALITY AND EQUITY: [EQUALITY VS EQUITY: WHAT'S THE DIFFERENCE?](#)

AN ARTICLE TO HELP PARENTS: [HOW WHITE PARENTS CAN TALK TO THEIR KIDS ABOUT RACE](#)

AN ARTICLE ABOUT ENVIRONMENTAL RACISM: [A NEW EPA REPORT SHOWS THAT ENVIRONMENTAL RACISM IS REAL – THE ATLANTIC](#)

WATCH THIS VIDEO ABOUT [HOW THE US STOLE THOUSANDS OF NATIVE AMERICAN CHILDREN – BING VIDEO](#)

[HEALTHY PEOPLE, LGBTQIA+](#)

[DR. ANTOINO RAMIREZ, LATINX 101 EQUITY MOMENT PRESENTATION](#)

[DR. ANTONIO RAMIREZ, LATINX 101 – FULL PRESENTATION](#)

Passcode: uA6LN+?J

[CREATING SAFER SPACES FOR LGBTQ YOUTH: A TOOLKIT \(NEW!\)](#)

[WHITE SUPREMACY CULTURE \(NEW!\)](#)

[BUILDING A RACE EQUITY CULTURE \(NEW!\)](#)

[RACIAL JUSTICE TERM GLOSSARY \(NEW!\)](#)

RECRUITING FOR DIVERSITY

[10 WORKPLACE DIVERSITY & INCLUSION IDEAS YOU CAN IMPLEMENT TODAY](#)

[DIVERSITY HIRING: 6 STEPS TO HIRING MORE DIVERSE CANDIDATES](#)

[TOOLKIT FOR RECRUITING & HIRING A MORE DIVERSE WORKFORCE](#)

[RECRUITING FOR DIVERSITY](#)

[INCLUSIVE HIRING PRACTICES: WHY YOU SHOULD CHANGE THE WAY YOU SCREEN EMPLOYEES](#)

[WORKPLACE DIVERSITY THROUGH RECRUITMENT - A STEP-BY-STEP GUIDE](#)

[DIVERSITY HIRING IS MORE THAN A CHECKBOX](#)

[8 INCLUSIVE HIRING PRACTICES](#)