



Equity Resource Guide

Created By: Zakariya Alem | March 26, 2020..

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This resource guide has been made to help people of minority and low-income backgrounds to access and find resources that can help them create or advocate for stronger sports equity. It also encourages self-advocacy and support for communities to fight for the tools and resources to provide the youth with strong and adequate opportunities. It also provides resources for community members to partner with organizations that may provide monetary support.

SECTION I: Foreword

Welcome to the American Healing Racial Equity Resource Guide.

In 2010, the W.K. Kellogg Foundation launched the America Healing initiative. America Healing is a strategy for racial healing toward racial equity, and is designed to raise awareness of unconscious biases and inequities to help communities heal. Our goal is to support and empower communities in their efforts to dismantle the structures that limit opportunities for vulnerable children. We work towards this by addressing the issue, informing ourselves and those around us, and making a commitment to join together for change.

In support of America Healing, we have created a comprehensive and interactive racial equity resource guide that includes practical resources including articles, organizations, research, books, media strategies and training curricula aimed at helping organizations and individuals working to achieve racial healing and equity in their communities.

SECTION II: Organizations

These organizations are working to research and engage on issues of racial equity. They range from academic institutions to national advocacy organizations. They can be valuable sources of information and inspiration, successful strategies and practices and potential collaborations.

Center for Community Based Enterprise

Detroit, Michigan

The Center for Community-Based Enterprise (C2BE) facilitates economic empowerment in Detroit through the development of shared assets and community-based enterprise (CBEs).

C2BE's vision is to create an information and business resource center and co-operative that serves, and is made up of, community-based enterprises and neighborhoods using shared asset building strategies; enabling collaboration, sustained economic growth, development of patient capital for member businesses, good local jobs, and improved

quality of neighborhood life.

C2BE is dedicated to economic justice in the Detroit metro region. Toward this end their goals for the next five years are:

- To support the creation of 100 plus jobs at livable wages, at least half of them in the context of worker-ownership;
- To create a local business ecosystem where CBE's are incubated and cultivated in an environment of mutual respect;
- To place real and tangible assets into the hands of Detroit communities that will increase their incomes, decrease their expenses, and build community through mutual self-determination.

<http://c2be.org/>

National Federation of Just Communities Detroit, MI

The National Federation for Just Communities is a coalition of like-minded organizations working across the United States to bring the values of diversity, inclusion, and social justice to our communities, schools, workplaces and institutions. Its vision is that the promise of liberty and justice for all is the practice of every community. It supports its member organizations in the human relations work of building community by advancing

inclusion and justice throughout the United States.

The National Federation for Just Communities assists its members to:

- Lead their local communities in addressing issues of diversity and inclusion;
- Provide creative, visionary and innovative programs and services;
- Offer a broad spectrum of programs and services aligned with community needs;
- Create strategic relationships to further their missions; and
- Maintain excellence in staff and program delivery.

<http://www.federationforjustcommunities.org/>

Association of Black Foundation Executives (ABFE)

New York, New York

ABFE is a membership-based philanthropic organization that advocates for responsive and transformative investments in Black communities. Partnering with foundations, nonprofits and individuals, ABFE provides its members with professional development and technical assistance resources that further the philanthropic sector's connection and responsiveness to issues of equality, diversity and inclusion. Established in 1971 as the Association of Black Foundation Executives, the all-volunteer organization was credited with many of philanthropy's early gains in diversity. It since has evolved into a fully staffed, influential network. In 2013, the organization shed its descriptor and adopted the simpler ABFE (ab-

fee) to better reflect its broadening membership.

<http://www.abfe.org/>

America's Edge

America's Edge is a membership organization of more than 1,000 business leaders who work to strengthen businesses and the economy through proven investments in children and youth. Its business leaders take a critical look at the knowledge, skills, and abilities businesses need their employees to have in the 21st century, including the ability to be communicators, collaborators, and critical thinkers. America's Edge educates policy-makers and the public about high-quality investments that protect America's competitive edge in a global marketplace, build a foundation for lasting economic security, and help our nation's children. The organization operates under the umbrella of the nonprofit Council for a Strong America.

<http://www.americasedge.org/>

Race Matters Institute

The Race Matters Institute helps organizations develop policies, programs, practices, and protocols that achieve more equitable outcomes for all children, families, and communities. As such, the organization's focus complements the work of allies in the field of racial equity

who offer strategies for personal and interpersonal change, as well as those that work toward organizational diversity and inclusion.

The organization offers tools such as a Racial Equity Organizational Assessment, as well as facts sheets, issue briefs, and a blog.

<http://racemattersinstitute.org/>

NAACP

President and CEO: Cornell William Brooks

The mission of the NAACP is to ensure the political, educational, social and economic equality of all persons and to eliminate racial hatred and racial discrimination. Its vision is to ensure a society in which all individuals have equal rights and there is no racial hatred or racial discrimination.

The following are the principle objectives of the NAACP:

- To ensure the political, educational, social and economic equality of all citizens.
- To achieve equality of rights and eliminate race prejudice among the citizens of the United States.
- To remove all barriers of racial discrimination through democratic processes.
- To seek enactment and enforcement of federal, state and local laws securing civil rights.
- To inform the public of the adverse effects of racial discrimination and to seek its elimination.
- To educate persons as to their constitutional rights and to take all lawful action to secure the exercise thereof, and to take any other lawful action in furtherance of

these objectives, consistent with the NAACP's Articles of Incorporation and its Constitution.

<http://www.naacp.org>

National Council of La Raza (NCLR)

Washington DC (HQ)

President and CEO: Janet Murguia

The National Council of La Raza (NCLR) — the largest national Hispanic civil rights and advocacy organization in the United States — works to improve opportunities for Hispanic Americans. Through its network of nearly 300 affiliated community-based organizations (CBOs), NCLR reaches millions of Hispanics each year in 41 states, Puerto Rico and the District of Columbia. To achieve its mission, NCLR conducts applied research, policy analysis and advocacy, providing a Latino perspective in five key areas — assets/investments, civil rights/immigration, education, employment and economic status, and health. In addition, it provides capacity-building assistance to its Affiliates that work at the state and local level to advance opportunities for individuals and families. Founded in 1968, NCLR is a private, nonprofit, non-partisan, tax-exempt organization headquartered in Washington, D.C. It serves all Hispanic subgroups in all regions of the country and has operations in Atlanta, Chicago, Los Angeles, New York, Phoenix, Sacramento, San

Antonio and San Juan, Puerto Rico.

<http://www.nclr.org>

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<http://www.federationforjustcommunities.org/>

Unitarian Universalist Association of Congregations Boston, MA

Unitarian Universalism is a liberal religion with Jewish-Christian roots. It affirms the worth of human beings, advocates freedom of belief and the search for advancing truth, and tries to provide a warm, open, supportive community for people who believe that ethical living is the supreme witness of religion. Believing in the inherent worth of each person, our mutual interdependency, and the need to create a world in which each person has the opportunity to flourish, Unitarian Universalism is deeply rooted in social justice as a direct expression of its faith.

<http://www.uua.org/>

Sport in Society Northeastern University, Boston, MA

The Center for the Study of Sport in Society, utilizing the power and appeal of sports, works locally, nationally and globally to identify and address social problems in sports and in society. It conducts research, develops programs that offer solutions, and educates and advocates on the emerging issues. It believes that utilizing the power and appeal of sport can help create a just world by eliminating discrimination, hate and violence, while creating lasting solutions and promoting healthy development and social responsibility. Violence

Prevention and Diversity (VPD) is the over-arching umbrella for the human rights educational programs offered by the Center. These action-oriented programs aim to encourage, empower, engage and influence young people and adults to speak on issues surrounding violence, diversity, conflict resolution, inclusion and social justice.

<http://www.sportinsociety.org>

