

# RACIAL EQUITY PLAN

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## Preamble and Northstar

Cascade Bicycle Club strives to serve people of all ages, abilities, and backgrounds throughout the state of Washington, with a mission to *Improve Lives through Bicycling*.

In order for Cascade Bicycle Club to succeed at its mission, we must prioritize racial equity within our organization and in the Puget Sound and around Washington State. We commit to transforming ourselves from being a bicycling club working to diversify itself, to one that, through bicycling, works to eliminate racial inequities in community health outcomes and in mobility and transportation access.

Cascade Bicycle Club recognizes that institutional racism within our organization and throughout society, through both conscious and unconscious practices, creates vast racial disparities that inhibit our ability to achieve our mission. We commit to racial equity as a core value and a daily practice, to allocate resources to dismantle systemic barriers, and to develop equitable solutions organization-wide. It is essential that we listen to and honor the perspectives and solutions of the communities of color in our region, and expand our reach by partnering with like-minded organizations who share our racial equity-centered values.

## Long-term Racial Equity Outcomes:

1. Contribute to the shifting narrative around race and racism by sharing the stories of the communities of color whom we serve, in order to achieve racial equity.
2. Create racial equity in bicycle ridership in the state of Washington in order to achieve racial equity in community health, mobility, and access to transportation.
3. Reconstruct Cascade's policies, practices, and processes to transform patterns of racial inequity and achieve racial equity.
4. Achieve racial equity by centering communities of color impacted by racism in our mission to improve lives through bicycling.
5. Educate our staff and board to create a culture of racial equity that can be integrated into our work with our volunteers, members, donors, contractors and partners.

## Racial Equity Definition:

At Cascade Bicycle Club, we define racial equity as both an outcome and a process. **As an outcome**, we achieve racial equity when race no longer determines one's socioeconomic outcomes. **As a process**, we apply racial equity when those most impacted by structural racism are meaningfully involved in the creation and implementation of the institutional policies and practices that impact their lives.

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## Racial Equity Toolkit

This sub-committee develops, adopts, and implements a Racial Equity Toolkit to be used by all staff. As defined by the *Racial Equity Alliance*, a Racial Equity Toolkit is "An opportunity to operationalize Equity. Racial equity tools are designed to integrate explicit consideration of racial equity in decisions, including policies, practices, programs, and budgets. ... Racial equity tools provide a structure for institutionalizing the consideration of racial equity."

### Racial Equity Outcome

Achieve racial equity in community health, mobility, and access to transportation in the state of Washington.

### Goal 1: Create a Racial Equity Toolkit for Cascade.

Task 1 - Research RE toolkits (examples and lessons learned from other orgs).

Task 2 - Draft a Cascade Bicycle Club Racial Equity Toolkit.

### **Goal 2: Adopt a Racial Equity Toolkit and implementation plan.**

Task 1 - Offer a “What is a Racial Equity Toolkit?” training for all staff and board with outside consultant/trainer.

Task 2 - Gain approval from Executive Director and Leadership Team of Cascade Bicycle Club’s Racial Equity Toolkit and implementation plan.

Task 3 - Leadership Team Representatives share Cascade Bicycle Club’s Racial Equity Toolkit with departments, garner buy-in and discuss implementation

Task 4 - Present to Board for discussion of toolkit and its implementation.

### **Goal 3: Pilot and Operationalize Racial Equity Toolkit.**

Task 1 - Create a policy and practice of ongoing evaluation and implementation.

Task 2 - Coordinate data collection across useage of toolkit/s.

Task 3 - Coordinate community engagement with those most impacted across toolkit/s.

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## **Workplace Equity**

This sub-committee researches and shares best practices to improve internal recruitment, hiring, onboarding and advancement methods; and contracting in order to further racial equity at Cascade Bicycle Club.

### **Racial Equity Outcome**

Achieve racial equity in internal recruitment, hiring, contracting, and onboarding/advancement methods.

**Goal 1: Utilize the Racial Equity Toolkit to assess recruitment, hiring, promotion, retention and termination.**

Task 1 - Assess the current and historical demographic data on Cascade's recruitment, hiring, promotion, retention and termination.

Task 2 - Upon completion of the Racial Equity Toolkit propose policies and practices which will achieve the Racial Equity Outcome.

Task 3 - Integrate racial equity work into job descriptions, annual performance reviews, Cascade Employee Handbook, and departmental and individual goals.

**Goal 2: Utilize the Racial Equity Toolkit to assess contracting policies and practices.**

Task 1 - Assess the current and historical demographic data on Cascade's contractors.

Task 2 - Upon completion of the Racial Equity Toolkit propose policies and practices which will achieve the Racial Equity Outcome.

**Goal 3: Adopt a grievance process for all employees, board members and volunteers.**

Task 1 - Research best practices for non-profit grievance policies/practices and official role(s) of an Ombuds.

Task 2 - Create a grievance process utilizing the Racial Equity Toolkit.

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## **Workplace Culture**

This sub-committee works to understand and value workplace culture needs of staff of color, and recommends and helps to implement practices to cultivate a work culture that

values racial equity. Workplace culture encompasses values and behaviors that contribute to the unique social and psychological environment of an organization.

## **Racial Equity Outcome**

Achieve a workplace culture that values racial equity.

### **Goal 1: Normalize centering racial equity at Cascade.**

Task 1 - Create training plans for continuously deepening racial equity work.

Task 2 - Integrate racial equity work into job descriptions, annual performance reviews, and Cascade Employee Handbook, and departmental and individual goals.

Task 3 - Build skill and comfort in talking about race and racism.

Task 4 - Place racial equity on the agenda for staff and departmental meetings on an ongoing basis.

Task 5 - Strategize how to enact Cascade's value of 'Equity' in our culture.

### **Goal 2: Design/execute an annual Cascade climate survey. Climate is defined as the recurring patterns of behavior, attitudes, and feelings that characterize life in the organization.**

Task 1 - Research climate surveys.

Task 2 - Draft CBC climate survey.

Task 3 - Conduct survey.

Task 4 - Analyze survey.

Task 5 - Propose recommendations based on survey results.

Task 6 - Set goals to implement recommendations.

## **Development and Implementation**

The Racial Equity Committee advises and supports the adoption, implementation and on-going accountability of the Racial Equity Plan by Cascade.

### **Racial Equity Outcome**

Achieve racial equity in workplace culture and workplace equity in order to achieve racial equity in community health outcomes and in mobility and transportation access.

### **Goal 1: Adopt and implement Racial Equity Plan.**

Task 1 - Executive Director and Leadership Team approve plan.

Task 2 - Propose designated funds for Racial Equity work, including dedicated staff role.

### **Goal 2: Collaborate with, follow the lead of, and be accountable to, those most impacted by racism.**

Task 1 - Gather feedback on Racial Equity Plan from Cascade staff, volunteers, and board members.

Task 2 - Gather feedback on Racial Equity Plan from organizations led by communities of color that intersect with Cascade's work through partnerships, events, programming, etc.

### **Goal 3: Evaluate and measure on an on-going basis the successes, challenges, and progress of the Racial Equity Plan.**

Task 1 - Design a process for feedback on the Racial Equity Plan.

Task 2 - Update plan based on feedback.

Task 3 - Celebrate ongoing success and lessons learned.