

YWCA Minneapolis

Racial Justice and Public Policy

Leading the Way

Since 1891, advancing racial equity has been part of the very DNA of YWCA Minneapolis. As a trusted social justice organization, we have continued to lead the way in the field of racial equity; facilitating change and generating meaningful action in the workplace and the community.

ADVANCING WIDESPREAD CHANGE

YWCA Minneapolis Racial Justice and Public Policy Department works within the community to eliminate inequities on interpersonal, institutional and systemic levels through a continuum of moving from knowledge, awareness and skills to action.



Interpersonal

Building understanding and changing individual attitudes and behaviors through workshops, leadership and facilitated dialogues.



Institutional

Partnering with organizations making strategic commitments to inclusion and equity through consulting.



Systemic

Advancing state and local policies that address systemic inequities, while supporting individuals to amplify their voices in the legislative process.

Through include Equity & Inclusion Consulting, we help organizations of all kinds—profit, nonprofit, education and government—transform performance through the power of inclusion. By exploring how to change institutional practices and policies, we help organizations connect the power of every person to the potential of the team.

We work with you to create positive workplace environments for all of your employees, improving employee dynamics *and* productivity.

You have the power to create a more inclusive and equitable workplace. We can help.

YWCA Minneapolis

Racial Justice and Public Policy Services



Interpersonal

Community Workshops

We offer a variety of educational workshops hosted throughout the year at YWCA and in the community.

Facilitator Program

We support and prepare you to spark change. Leading conversations about race and racism is difficult. Our facilitator program gives you the tools and opportunities you need to stand for racial justice.



Institutional

Strategic Planning

- Inclusion and engagement planning
- Professional and curriculum development
- Guidance in building policies and practices to create long-term, sustainable change

Diversity and Inclusion Training

- Engagement with employees during the process of change
- Teach new skills individuals can utilize as they advance in their journey against racism

Assessment

- Evaluation of the status of diversity and inclusion at your organization
- Board Analysis
- Assessment of policies and procedures with an equity lens



Systemic

Intercultural Development Inventory (IDI)

We are Qualified Administrators for the IDI and offer individual and group assessments, including:

- Introductory session
- IDI administration and debrief
- Group debrief and report

Customized Workshops

We offer a variety of workshops and will work with you to develop customized solutions that address social justice issues on interpersonal, institutional and systemic levels. Popular topics include:

- Confronting racism
- Microaggressions
- Community organizing
- Intersectionality of race

Advocacy

Eliminate racism by dismantling systemic barriers at the public policy level through collective impact.

We offer a series of workshops that teach:

- Political process
- Civic lobbying
- Persuasive civic leadership
- Voter engagement
- Advocacy

The rate for our consulting services—excluding IDI—starts at \$350 per hour.



LEARN MORE at ywcampls.org/racial_justice or email racjus@ywcampls.org

eliminating racism
empowering women
ywca
Minneapolis

inc.lude[™]