



## Boys & Girls Club of MetroWest Racial Equity Action Plan and Commitment

### Leadership

- Our organization commits to providing anti-racist training for our Board of Directors and leadership team.
- Our organization commits to appointing a DEI (Diversity, Equity and Inclusion) committee that reports directly to the Board of Directors.

### Youth Support

- Our organization commits to ensuring that we support our youth and their parents/guardians through regular check-ins and an open door policy, as they deal with and process discrimination and racial injustice.

### 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, by providing them with the tools they need to affect change in the system and 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, families, volunteers, staff and stakeholders.
- We will ensure a zero tolerance policy for racism discrimination of any kind.

### Professional Development

- Our organization commits to working to develop a comprehensive understanding of the various layers of racism (internalized, interpersonal, institutional, and structural).
- Our organization commits to providing ongoing anti-racist professional development.

### 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) communities.

### 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 our 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, and program areas.
- 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 committed to becoming 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.