



RACIAL EQUITY PROMISING PRACTICES PROFILE FORM

Working title for your promising practice: Racial Equity as Continuous Improvement	
Your name, HDC member organization, title, email address, web address, and telephone number: Andrew Oommen, Mercy Housing Northwest	Best method / time to contact you? aoommen@mercyhousing.org Do you give permission for HDC to contact your organization for an interview? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No

Overview of Practice

What is the essence of the promising practice?
 We want to sustain our racial equity work so that it is not just a discrete, singular initiative; we want to integrate this work into our strategic and annual planning so that becomes a normal part of our daily operations. We do this by implementing racial equity work as continuous improvement: we plan, do, evaluate, and repeat, all with a racial equity lens. Specifically, we (i) create annual workplans with SMART equity goals, (ii) frame the work within our organizational values (fairness, mercy, justice), (iii) connect the work with annual performance goal setting and reviews, (iv) evaluate progress and periodically report to stakeholders, (v) inventory best practices and lessons learned, and (vi) repeat the process each year.

Where is it being implemented or considered for implementation?
 We require each department to complete a workplan each year. We invite and encourage all staff to participate. Staff create departmental workplan goals, make progress, and measure results.

History

How did the practice get started?
 Initial planning started in late 2017

When was it first implemented or when will it be fully implemented?
 Staff began this work in early 2018.

Results

What are the expected results and impacts?
 Our goal is to sustain the effort. Our hope is that it becomes a normal operating practice.

What have you achieved so far? What do you plan to achieve?
 We have completed our first year workplans and have begun our second year. We hope to sustain this work.

How could it impact racial equity? Has it affected day-to-day practices in the organization?
 This practice is all about reevaluating day-to-day practices and applying a racial equity lens in continuous improvement work.

Keys to success

List the action steps followed in carrying out the practice.

1. Get buy-in from senior leaders.
2. Invite everyone to participate.
3. Schedule time to brainstorm workplans goals.
4. Focus on SMART goals and what you can reasonably achieve in a year.
5. Be accountable: workplans should include measures; progress reports should be sent to all staff and board.
6. Repeat the process.

What measures have been taken to make this effort a success?

All departments actively participate. This helps keep everyone working on making progress. We also integrate our organizational values and performance review process so that staff have incentives to contribute to departmental work.

What are important factors of implementation?

- Creating time and space for this work is challenging. It requires an investment from all staff. Framing this work with our organizational values and incorporating it into our performance review process helps make it formal and more sustainable.

What makes this practice attractive and worth trying? How could this work for other member organizations?

This practice combines two good ideas: racial equity and continuous improvement. It is a quick way to get to work on advancing racial equity.

Resources

Time and effort are the key resources. Workplan activities are relatively inexpensive.