

Racial Justice Collective

Membership Description and Application

YWCA Kalamazoo Racial Justice Collective (RJC) is entering its seventh year as it continues to aim its aspiration towards carrying out its mission of promoting practices, policies, and opportunities that ensure our staff and organization is operating with a racial and gender equity lens to better carry out the mission of YWCA Kalamazoo; eliminating racism and empower women. The RJC is seeking qualified individuals to serve on the collective. The RJC will serve to achieve its vision of helping to create a work environment where all employees can come to work for an organization that is safe, equitable, and inclusive of all racial, ethnic, and gender identities and backgrounds. Where all employees have an in-depth analysis around racial equity, gender justice, and understanding of the systemic barriers that perpetuate oppression for societies' most marginalized groups. To maximize effectiveness and accountability, the RJC will be made up of both internal and external stakeholders.

The team will continue to provide essential leadership in designing the process to becoming an antiracist institution and will ensure accountability toward this goal. Members of the RJC will possess diverse skills, perspectives, and identities and will serve a minimum of a 2-year period (in addition to any and all necessary training time).

In our commitment to follow an effective anti-racist model, we recognize the need to have a balance of identities on our team. Based on our current membership, we are seeking both internal and community members to join RJC with an Anti-Racist analysis. New members will start their term March 5, 2021.

The following are essential abilities for RJC members:

- 1. Team Oriented:** The team will consist of approximately 10 to 13 members of diverse identities, cultures, races, genders, religions, ages, and life experiences. The team will also represent different YWCA Kalamazoo departments and programs. RJC members should have the ability to exercise empathy and build strong trust, collaboration, and communication among diverse identities and membership.
- 2. Understanding and Application of an Anti-Racism Analysis:** Understanding of the concept of institutional racism, ability to identify it within YWCA Kalamazoo policies, practices, processes, and functions, and offer productive feedback/strategies to advance organizational development and an anti-racist culture.

3. **Self-Reflection:** Ability to address one's own personal prejudices, biases, and participation in perpetuating racism.
4. **Project Management:** Possess skills to help move antiracism planning forward: implementation steps, time management, and communication.
5. **Listening:** Ability to listen actively, creatively, and reflectively. In order to work together and promote a sense of trust and camaraderie. This ability is necessary so that members can share personal experiences and feel heard and supported.
6. **Resilience:** The work is demanding and often draining as we strive to disrupt behaviors of racism within ourselves and within YWCA Kalamazoo. It can also be triggering of past experiences and traumas. It is necessary that you have spaces/tools of individual and collective resourcing or tap into those available within the organization to be able to continually re-commit to the work.
7. **Commitment:** Willingness to dedicate the minimum two-year term commitment with significant time to the cause of the work. Including but not limited to bi-weekly meetings, discharge of RJC roles and responsibilities, any ad hoc committee meetings, as well as any necessary continual training and analysis building.

If you have an interest and possess the qualities described above, we welcome your application! Both internal and community members, who are qualified applicants, will be invited to an in-person interview which will be conducted by the RJC Membership Intake Committee (MIC). All applicants will be considered based upon both their application and their interview (which will be a Q&A style interview). Selected applicants will be voted upon by the entire RJC collective and if accepted, an official offer letter will be extended to you, email, from the MIC.

Please fill out the following application and submit it to missionimpact@ywcakalamazoo.org by February 19, 2021. If you have any additional questions or concerns please contact Demetrias Wolverton, Director of Mission Impact via email, at wolverton@ywcakalamazoo.org or by phone at 269.345.5595 ext. 307.

Thank you for your interest in supporting the Racial Justice Collective to continue to progress in its journey to becoming an anti-racist organization and to better be able to serve the Kalamazoo Community!



I understand that my willingness to serve on the RJC involves full-time participation and a minimum two-year commitment, in addition to any and all necessary training requirements. Including but not limited to bi-weekly meetings, discharge of RJC roles and responsibilities, ad hoc committee meetings, or necessary internal engagement opportunities that focus around analysis building.

All internal members must have already attended the YWCA Kalamazoo One Day Racial Justice Training. We will keep you updated on what these dates will be as soon as they are available!

Signed: _____ Date: _____