



FY2020 REPORT

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BELOVED COMMUNITY

EQUITY CHAMPIONS DURING CRISIS

In March 2020, the sudden onset of COVID-19 forced businesses, small and large, to begin making difficult decisions while attempting to stay afloat. At Beloved Community, we were just beginning to understand what it meant to be equity champions during this crisis. The pandemic was originally framed as “the great equalizer.” That would not turn out to be true. Equity, it became clear, was more important than ever.

According to data from the Bureau of Labor Statistics, women accounted for 55 percent of the 22 million jobs lost in March and April 2020. However, they accounted for only 45 percent of the 2.5 million jobs that came back in May 2020. Just months before the virus appeared in the U.S., women ticked past 50 percent of the workforce for the first time during a non-recessionary period in American history. In June 2020, that number fell to 49.2 percent—the lowest since 2008.¹

Black workers suffered record numbers of job losses. In particular, BIPOC workers were disproportionately employed in industries that were directly impacted or shut down by the pandemic and responsible for fighting it on the frontlines.

According to the Economic Policy Institute, women make up the majority of essential workers in healthcare (76 percent) and government and community-based services (73 percent). Additionally, half of all essential workers in food and agriculture (50 percent) and industrial, commercial, and residential facilities and services (53 percent) are BIPOC.

Nearly 70 percent of essential workers do not have college degrees, and one in 10 has less than a high school diploma.

As a result of COVID-19, too many Black and Brown citizens have been faced with insecurity, both fiscal and health-related. According to Johns Hopkins University, on June 1, 2020, at least 1,809,109 cases of coronavirus had been reported in the US, and at least 105,099 people had died.²

On July 24, 2020, the Centers for Disease Control (CDC) and Prevention published the following information on its website:

Long-standing systemic health and social inequities have put many people from racial and ethnic minority groups at increased risk of getting sick and dying from COVID-19. There is increasing evidence that some racial and ethnic minority groups are being disproportionately affected by COVID-19.

According to reports released by the CDC, Black, Indigenous, and Latinx Americans altogether have a COVID-19 death rate that is more than 2.7 times that of White Americans.

COVID-19 and the current social climate have provided unprecedented momentum for racial and economic equity work, magnifying and highlighting the gross inequities that our country faces. Our 2020 impact report reflects the ways in which we reframed and restructured our work to continue fostering a more equitable world.

¹ E. Barone, Women Were Making Historic Strides in the Workforce. Then the Pandemic Hit, [time.com](https://www.time.com), *Time Magazine*, 2020

² J. Berlinger, June 1 Coronavirus News, [cnn.com](https://www.cnn.com), CNN, 2020

White Supremacy and Anti-Blackness

A covert and overt beast

White supremacy and anti-Blackness show up in every sector of American life. The murders of Breonna Taylor, George Floyd, Ahmaud Arbery, Nina Pop, and Tony McDade sadly, to name only a few, are examples of how overt white supremacy, racism, and transphobia manifest in our world. There were 1,099 deaths due to police harm in 2019. Fifty-four percent of those who died as a result of harm from police and whose race was identified were people of color.³ Forty-four transgender or gender non-conforming people were fatally shot or killed by other violent means in 2020, the majority of whom were Black and Latinx transgender women.⁴

What we talk about in our facilitations are the real life-and-death consequences of race, systems of oppression, and marginalization for our Black community. In 2019–2020, there was increased relevancy and urgency of efforts by individuals and organizations in every sector to interrogate and address the ways in which biases, racism, white supremacy, and intersectionality impact how decisions are made, how leaders lead, and how organizations operate.



Our team prioritized framing racial and economic equity work as a cornerstone for navigating the devastation of the pandemic and making it a factor in all organizational decision-making. Through a May 2020 Chan Zuckerberg Initiative grant, Beloved Community supported schools and district leaders in applying an equity lens across their COVID relief decision-making and planning. We also created a mini-equity audit program led by our Senior Director of Capacity Building, Lesley Brown Rawlings, to help leaders understand the systemic impact of poorly navigating crises. Knee-jerk decisions that do not survey stakeholders or community members are acts of violence.

Because the state of the world forced us to distance ourselves from others, Beloved Community prioritized ways to keep community and connection alive in a virtual world while meeting increased demand due to the political climate and the pandemic. We restructured our facilitations and were intentional in creating warm, inviting, and safe virtual atmospheres for people to interrogate some of their most personal experiences. This included creating an extra virtual space where participants, specifically BIPOC participants, could break away if they experienced any forms of harm during a virtual facilitation.

In response to an influx of requests for Diversity, Equity, and Inclusion (DEI) consultations and training from organizations that wanted to prioritize this work but lacked the necessary funding or resources, we developed and launched two online racial equity courses: Centering Racial Equity & Belongingness and How to Create Dynamic Virtual Facilitations. By June 2020, we had trained 58 organizational leaders through the Mighty Networks platform.

³ D. McPhillips, Deaths From Police Harm Disproportionately Affect People of Color, [usnews.com](https://www.usnews.com), US News & World Report, 2020

⁴ www.hrc.org/resources/violence-against-the-trans-and-gender-non-conforming-community-in-2020

“White supremacy and anti-Blackness is a beast that, since the beginning of our history as a country, has burrowed its way into every facet of American life. The beast is a violent one—a sometimes silent one, but it is ever-present and always ready to pounce on anyone or any concept that threatens its predatory way of life.”

Dra. Nicole Caridad Ralston

Beloved Community,
Director, Education & Programming



TOOLS & RESEARCH

ASSESSING DEI FOR SCHOOLS, NONPROFIT ORGANIZATIONS, AND COMPANIES

Beloved Community uses two core tools throughout our programming: the Equity Audit and the Equity Lens Map. Utilizing a combination of these tools positions organizations to set performance metrics and targets for DEI goals across operations, programming, and culture for all stakeholder groups.

EQUITY AUDIT TOOL

This free tool, publicly available on our website, allows institutions to assess equity across multiple dimensions of their organizations, including staff talent and culture, governance and leadership, supplier diversity, resources/finance, programming, pedagogies, and grantmaking.

Any organization can use the results to set their baseline and plan for growth in each category. Institutions that partner with Beloved Community to do deeper work receive detailed reports and coaching on how to set ambitious but achievable benchmarks to grow toward equity over time.

EQUITY LENS MAP

Through the Equity Lens Map, individual employees assess their own levels of Self-Awareness, Understanding Interpersonal & Institutional Bias, Interrupting Institutional Bias & Discrimination, Allyship, Internalized White Supremacy, Internalized Oppression, and Fatigue.

Beloved Community triangulates data from the Equity Lens Map with the Equity Audit to create recommendations for professional development for staff and other stakeholder groups, as well as key leadership supports to advance individual and collective learning.

FY 2020

Equity Audit Tool Suite by the numbers.

65

COMPLETED EQUITY AUDITS



19 STATES



9

SECTORS

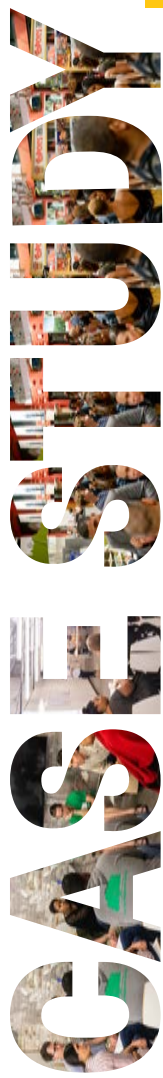
CUMULATIVELY, ORGANIZATIONS THAT COMPLETED EQUITY AUDITS EMPLOYED

5,280+ PEOPLE



IMPACT SNAPSHOT

BUILDING MORE EQUITABLE COMMUNITIES



Beloved Community’s work ensures that historically marginalized people have real access and the opportunity to live vibrant, productive lives. Fundamentally, we believe that people change systems. Our capacity-building programs support people—from leadership to support staff—to align on DEI values and lead the structural changes that are needed to deliver on DEI commitments. We work with sector-specific cohorts to develop communities of practice aligned to our DEI Standards and Indicators. We also work with select organizations and companies for deep-dive strategy development, implementation, training, and coaching.

Innovate Memphis

Innovate Memphis is a nonprofit focused on delivering civic solutions. As an organization, it connects the dots between the public and private sectors, creates tactical strategies and collaborative opportunities, and seeks ways to improve communities and neighborhoods throughout Memphis. When Innovate Memphis entered the cohort, its values were confined to innovation. Since working with Beloved Community, Innovate Memphis has expanded who it serves and has

prioritized the involvement of local residents in its programming and innovation efforts. In reevaluating its role as a convener, Innovate Memphis rewrote its bylaws to uphold transparency and communication as core values and got specific about shifting to become more equitable.

The Orpheum, Memphis

The Orpheum Theatre, a 2,308-seat venue listed on the National Register of Historic Places, is located in downtown Memphis, Tennessee. Its mission is to enhance the communities it serves by utilizing the performing arts to entertain, educate, and enlighten. The Orpheum Theatre participated in the Equity at Work cohort with the hopes of establishing and interrogating institutional biases.

The Orpheum serves the greater Memphis community. However, its leadership team was not representative of the local population. It did not feel its culture was reflective of its mission. It needed clarity on how to better navigate covert oppression in the workplace. As a result of the cohort, The Orpheum was able to set real, actionable goals to shift the power structure within the organization and think strategically about long-term restructuring.

“During the cohort, there were so many things that we learned about talent practices, attraction and retention, and ways to reduce implicit bias when hiring.”

Justin Futzminger

Executive Director, Innovate Memphis

“We were able to create real, actionable change as a result of the cohort with Beloved Community. We no longer just talk about equity, we do it.”

Jennifer McGrath

Vice President of Education, The Orpheum



The Memphis Equity at Work Cohort

The Memphis Equity at Work Cohort six-month series included eight Memphis nonprofit organizations: All Memphis, Arts Memphis, Building Memphis, the Community Foundation of Greater Memphis, The Commons, Innovate Memphis, Momentum Nonprofit Partners, and The Orpheum.

The Orpheum, Innovate Memphis, and the Center for Transforming Communities continued collaboration and DEI efforts post-cohort. This cross-city collaboration has helped to better define the goals of the City of Memphis, with a wider breadth of community-led conversations and goal setting.

All organizations brought 5–6 members of their teams to the sessions (~50 total). Cohort members from each organization included the CEO/ED, operations manager, data strategist, talent/HR, programming, and board members.

Self-reported demographic information of the cohort:

Race

- 40% Black/African American
- 60% White
- 4% American Indian/Native American:
- 4% Hispanic/Latinx

Gender

- 72% Female, 28% Male

FACILITATED SESSIONS

Facilitated sessions were designed to:

1. Build community agency and accountability for DEI sustainability, even in the event of leadership changes, lack of dedicated funding, or staff turnover.
2. Provide ample opportunities for deep work within individual organizations while creating a community of practice among organizations.

- Racial Equity, Bias, and Intersectionality
- Developing Equitable Talent Practices
- Unpacking the Equity Audit
- Inclusive Community Engagement
- Building & Assessing Belongingness
- Creating an Equity Work Plan

"By continuing our work together post-cohort, we are able to revisit themes and learnings from our time with Beloved Community and collaborate to keep our equity work moving forward."

Jennifer McGrath

Vice President of Education,
The Orpheum

Louisiana Public Health Institute

Louisiana Public Health Institute (LPHI) is a nonprofit organization that serves as a partner and convener to improve population-level health outcomes across Louisiana. LPHI participated in Beloved Community's New Orleans Equity at Work cohort in 2019 and has continued its relationship with Beloved Community through, for example, a health table talk seminar with Beloved Community's CEO and Founder, Rhonda Broussard.

Before working with Beloved Community, its employees attended racial training that lacked intentionality and purpose. As an organization, LPHI was committed to an equity journey that went beyond talking about DEI. It was prepared to make a monetary investment to put its DEI goals into practice. Since participating in Beloved Community's trainings, LPHI has adjusted in key areas, including:



"The tools and resources we were provided by Beloved Community to operationalize equity is unparalleled. The toolkits, the learning, the ways in which the Beloved Community team facilitated was undeniably helpful in the LPHI journey. I love y'all!"

Shelina Davis

CEO, Louisiana Public Health Institute

- Shifting from general vendors or those that were the most affordable to the intentional use of BIPOC vendors in and around Louisiana.
- Interrogating and acknowledging how each of its 100 staff members accesses and digests DEI policy information.
- Establishing a goal to completely revamp hiring practices to reflect actionable equity.

Our 2020 Impact Overview

Equity Audit Tool Suite

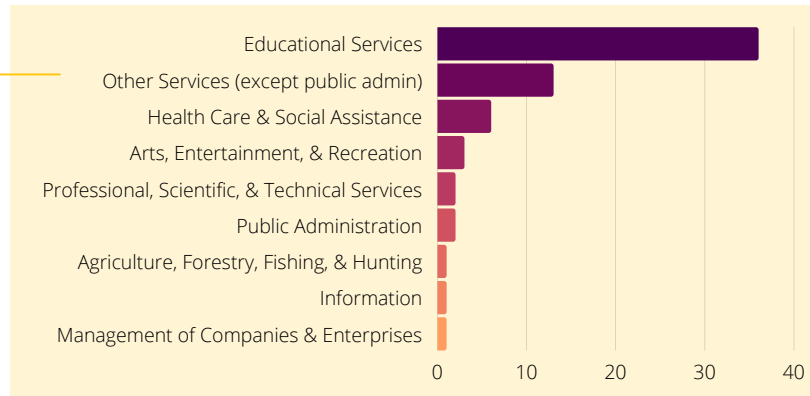
Beloved Community launched a three-year research study on use of the Equity Audit in diverse-by-design schools. In addition to the research study, the Equity Audit respondents in FY2020 represented all three target organizational types:

- Nonprofits/colleges/universities
- K-12 schools
- For-profit businesses

Capacity-Building Services

Beloved Community provided equity training via three programs:

- Deep-dive engagements, including workshop facilitation, leadership coaching, equity work plan development, and train-the-trainer supports
- Equity assessments
- Thought partnership



Communities of Practice

Beloved Community supported four networks and 27 teams via:

- The MindTrust Charter and Innovation Fellows
- Equity at Work cohort - Memphis
- UnifiED Fellows of Diverse Charter Schools Coalition
- EngageDEI

In Beloved Community's third year, we celebrate the following impact.

22

ORGANIZATIONS
SERVED WITH
ONGOING
FACILITATION



135

LEADERS

&

645

EMPLOYEES

TRAINED IN DIVERSITY, EQUITY,
AND INCLUSION PRACTICES



LOOKING AHEAD

REGIONAL, SUSTAINABLE SOLUTIONS FOR DEI

Beloved Community is committed to shifting racial and economic equity throughout the Midwest and Midsouth. We are headquartered in New Orleans, and we also serve Beloved regions in Memphis, Indianapolis, and Kansas City (adding in 2021).

Equity in Schools Three-Year Research Project

In March 2020, Beloved Community embarked on a three-year research study. Utilizing the Equity Audit Tool, as well as qualitative on-site visits and school-specific quantitative data analysis, the goal of the study is to help the field establish a clear understanding of how diverse-by-design schools define and identify success indicators for DEI.

The study is being led by Dr. Faith Kares, Beloved Community's Senior Director of Research and Impact, and is supported by Dr. Liz Drame, Dr. Dominique Duval-Diop, Dr. Lynnette Mawhinney, and Dr. Anica Bowe at the Derute Consulting Cooperative. The intended outcomes include the following:

- Identifying examples of schools and school networks, at different stages in the equity development process, that can serve as models for supporting the development and sustainability of DEI in schools.
- Codifying standards for performance in DEI indicators for schools.
- Producing a suite of knowledge products for the field.
- Psychometric validation of the Equity Audit (demonstrate with statistical precision that the tool measures what it is designed to measure).

Derute Consulting Cooperative is a member-owned, democratically governed cooperative of predominantly Black members with expertise in a variety of areas, including research and evaluation as well as program design and implementation. They are dedicated to supporting the equitable development and empowerment of Black and other communities of color locally, regionally, and internationally.

We appreciate our 2020 funder partners in action.

Chan Zuckerberg Initiative

NewSchools Venture Fund Diverse Leaders Portfolio

W. K. Kellogg Foundation

Walton Family Foundation

An Emphasis on Rest

Our organization has expanded exponentially to ensure we have the people to execute our theory of change. In 2019-2020, Beloved Community hired Lesley Brown Rawlings, Erica Freedman, and Dra. Nicole Caridad Ralston as well as two graduate assistants.

As we grew (and as we grow), we are committed to consistently reflecting on our own culture. Diversity. Equity. Inclusion. They are more than just words for us. They are the hard-and-fast principles guiding how we build our teams, cultivate leaders, and create a company that is the right fit for every person inside of it. We make space for people as individuals. Their needs matter. Their voices matter.

We recognize that, in order to stay aligned with our mission, vision, and values, we must avoid overworking our people and truly prioritize rest. We started exploring collective rest for our team. Even with unlimited paid time off, we only took an average of seven vacation days. What would it mean for our entire team to go on sabbatical together? What would rest feel like in our bodies? How would rest transform the ways we work? We laid the groundwork for our first Beloved team sabbatical in 2021.

To invest in our own rest would be a radical act for us, especially as People Of Color and people who are deeply committed to changing the world. Sometimes, we let ourselves believe we haven't earned rest. However, we believe that rest is essential to sustaining Beloved Community's remote culture, anchored in joy, collaboration, a shared voice, and shared power.

We look forward to sharing more about our collective rest in the 2021 impact report.



Guiding Beloved Community's expansion is our pro-Black, pro-queer, pro-womxn organizational culture. With the way our intersectionality is set up, there is no space on our team for someone who is hesitant, is tepid, or merely tolerates Blackness, queerness, or womxn-led work life.

While we started calling ourselves the Queen Team on a whim, we uplift it now as a way to honor and center womxn in the workplace. This is about womxn leading in our work. This is about naming the ways which womxn are marginalized in work life and designing specific Beloved practices to counter that and center womxn, specifically womxn of color and queer womxn.

Beloved Community is not just a Black-led nonprofit. Black diaspora is baked into everything we do. We center Black freedom, Black joy, and Black liberation. We push on respectability politics within our own communities. We live at the intersection of Black and: Black and Brilliant, Black and Bilingual, Black and Queer, Black and Undocumented, Black and Immigrant, and Black and Boujee.

Yes, our team members are out and unapologetic. Yes, we name the compounded impact of racism, homophobia, and transphobia on queer, undocumented folx, on Black transwomen, on unhoused LGBTQIA+ youth, and on gender nonconforming loves in the workplace. Within our communities, we push on respectability politics and transphobia. We live in the data, we celebrate our Royal Team families, and we lift up the work and ways of queer leaders.



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