



Anti-Racism
is an initiative of



Why we're working to end racism

Solid Ground strives to end institutional racism within our agency and community. Some might ask why we are involved in this effort. We're a non-profit human services organization; what does that have to do with ending racism? Actually, a lot. Over half of our clients are people of color, and institutional racism impacts many of them in the following ways and more:

- Housing discrimination
- Government rules that limit immigrants' access to services
- Credit denied to individuals who do not meet strict criteria
- Predatory lending practices that disproportionately affect people of color
- Employment discrimination that keeps people of color from better paying jobs
- Lack of culturally appropriate health care

In short, many of our clients remain poor because the system disempowers them. If we are to achieve our mission of creating a just and caring community free from poverty, prejudice and neglect, we must address the systemic issues that keep people poor — and racism is one of those issues.

Cheryl Cobbs
Executive Director, Solid Ground

We believe...

- Our community has the resources, will and ability to end poverty.
- All people have the right to food, shelter, social justice and opportunities.
- Racism perpetuates poverty. To end poverty, we must undo racism.

We believe that together, we can build a community free from poverty, prejudice and neglect in which all members stand on Solid Ground with the skills and confidence needed to achieve their dreams.

MAILING ADDRESS

1501 North 45th Street, Seattle, WA 98103-6708

PHONE

206.694.6798

FAX

206.694.6777

EMAIL

antiracism@solid-ground.org

TTY

206.694.6710

WEB

solid-ground.org

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Anti-Racism Initiative



Addressing institutional practices & policies that prevent the full participation of people of color in our society

Undoing Institutional Racism at Solid Ground



Solid Ground's Anti-Racism Initiative works

to undo racism by identifying and addressing institutional practices and policies that are barriers to the full participation of people of color in our society. We work to address racism in our own organization as well as in the broader community.

Our anti-racism vision & principles

- Be accountable to our clients, our staff and our community.
- Provide leadership within our agency to ensure that our policies, procedures and practices are not barriers to hiring or providing services for people of color.
- Support efforts to undo institutional racism throughout our community.
- Ensure that the people we serve are active participants in our policy development and decision-making.

Our anti-racism goals

- Work to undo institutional racism within Solid Ground.
- Review our agency structure, systems, policies and procedures to make sure we eliminate barriers to service and are accountable to the people we serve.
- Strive to be a leader among organizations advocating to eliminate racism in our society (guided by our anti-racism vision and principles).
- Recruit more people of color to serve on our Board of Directors and hold leadership positions.
- Improve our hiring processes to recruit and retain more staff of color.
- Provide training to help our staff understand the impacts of institutional racism and to ensure that we deliver services in a culturally competent manner.
- Conduct community forums on issues that impact communities of color.
- Hold regular anti-racism committee meetings to direct and monitor our efforts.
- Lead anti-racism work outside of Solid Ground in conjunction with other community organizations.

"Racism is the single-most critical barrier to building effective coalitions for social change."

People's Institute for Survival & Beyond
(a leading anti-racism training organization in the US)

Some of our successes

- Solid Ground is a founding organization of NPARC (Non-Profit Anti-Racism Coalition).
- In June 2007, we received the first Seattle Human Services Coalition's "Ron Chisom Anti-Racism Award."
- Four active committees work to undo racism at Solid Ground: **1)** Steering Committee (multi-racial advisory group), **2)** Anti-Racism Committee (multi-racial core group), **3)** People of Color Group and **4)** Undoing Racism Allies (white folks working to be anti-racist).
- We create opportunities for anti-racist learning for our staff through: regular trainings and events; an annual Anti-Racism Award recognizing anti-racism leadership at Solid Ground; and support for staff of color to take leadership and ensure their voices are heard (e.g., *Colorful Voices* newsletter written by staff of color).
- We actively and continuously challenge our agency culture to transform to one where **all staff** are welcomed and valued — with access to the support and resources they need to thrive and provide culturally competent services to **all of our clients**.