

# P2P DEI ACTION PLAN PROPOSAL

The P2P DEI Task Force

June 2021

# The P2P “WHY” statement

Person-to-Person is committed to the communities of Black and Brown people in need. We understand, however, that simply providing a service does not, and will not, change the problematic issues faced by these communities. We must join these communities in addressing systematic racism which has caused so many of the challenges facing people of color.

Indeed, P2P recognizes that our agency’s very founding was intended to heal racial tensions of the Civil Rights era, and our work today exists because of the wealth gap created by generations of laws and systems formally, and informally, that have excluded the full participation of African American people. Inherent biases against immigrants and people of color have also severely hindered the opportunities of Latinx and other communities.

It is our aspiration to begin the journey of creating a richly diverse and inclusive environment that centers racial equity at all levels of our agency. We believe that by truly embracing this view and the work required, we will create a stronger P2P through the evolution of its board, executive leadership, staff, volunteers and the communities we serve.

We believe that our commitment to equity will improve our decision-making, our investments in people and programs, our results, and ultimately will ensure the long-term growth and sustainability of P2P. We further recognize that, as leaders in the nonprofit sector serving people of color, we must model the behavior we vision and work to change the inequitable systems of which we are a part.

We believe in solidarity rather than charity.

We are committed to this work because we are committed to transforming lives.

# DEI action plan principles

**Create** a  
diverse &  
inclusive  
organization  
& culture

**Establish** DEI  
governance to  
enable the  
organizational  
transformation

**Communicate**  
internally and  
externally  
*(Focus on relevant  
ethnic and racial groups  
in our community)*

**Actively  
advocate  
and promote**  
racial justice.

# Establish DEI governance to enable organizational transformation

Action	Resp	When
1- Transform the DEI Task Force into a Board Council (including representation of the Board, employees and volunteers).	Board to approve	June'21
2- Create a Chief Diversity Officer role (Initially allocated together with other functions) reporting to the CEO	DEI/CEO	ASAP
3- Define a document of principles and beliefs ( <i>the document should include the consequences for those not complying with their commitments</i> )	DEI/CEO/CDO	June'21
4- All Board members, employees and volunteers to sign off on the commitment to principles and believes statements	DEI/CEO/CDO Will prepare de document and implement it	Sept'21 onwards

# Create a Diverse & Inclusive organization & culture

Action items	Responsibility	When
1- Create and implement a recruitment action plan for diverse candidates for staff and board.	HR & DEI Governance & DEI	Sept'21
2- Commitment to have a Board and Board leadership which more reflects the racial and ethnic diversity of Stamford + Norwalk by 2023/2024	Board to approve	Sept'21
3- Evolve the composition of the Staff to reflect the racial and ethnic diversity of Stamford + Norwalk through recruitment of new hires	Board to approve	Sept'21
4- Create a DEI training plan tailored for Board, employees and volunteers (will include unconscious bias and micro aggressions)	DEI to create P2P staff to implement	Sept' 21
5- Implement a preference policy to work with people of color owned suppliers	CEO	June'21
6- Establish direct communication between the board and our community to: <ul style="list-style-type: none"> <li>i. Give voice to our community in the board               <ul style="list-style-type: none"> <li>-At least one client or former client</li> <li>-At least one former scholar</li> </ul> </li> <li>ii. Require that every board member spend at least 2 days volunteering with direct contact with our clients.</li> <li>iii. Create a regular CEO “open house” or “client office hours” to make the CEO available for clients to contact directly</li> </ul>	DEI and Governance	Approved Sept'21 Executed latest June 2022
	Board to approve	Sept'21
	CEO	Sept'21

# Advocating and Promoting Equity and Racial Justice

Action items	Responsibility	When
<p>-Proactive involvement in racial justice programs:</p> <ul style="list-style-type: none"> <li>Voter registration</li> <li>Community groups</li> <li>Housing rights</li> </ul>	<p>Board mandate DEI and CEO, CDO to execute</p>	<p>Sept'21  Ongoing after Sept'21.</p>
<p>- Establish a network of connections with racial justice groups</p> <ul style="list-style-type: none"> <li>• Identify groups we will support via communications, etc.</li> <li>• Identify potential partners (volunteer, community resource fairs, drives, etc.)</li> <li>• Identify and join membership organizations</li> <li>• Celebrate our current partners &amp; look for additional ways to support their work</li> <li>• Identify &amp; articulate what WE bring to these relationships – what is our value statement?</li> </ul>	<p>CDO/CEO Board to approve future partnership.</p>	<p>On going after Setp'21</p>
<p>- P2P to Advocate in favor of racial justice (<i>Red lining and housing rights; Voting rights; Employment and minimum wage</i>):</p> <ul style="list-style-type: none"> <li>• Create position statements</li> <li>• Consider hiring a policy &amp; advocacy staff person – could be rolled into the CDO position</li> <li>• Create board level advocacy to work with the CEO on policy &amp; legislation, and organize advocacy activities like letter-writing campaigns, visits to elected officials, etc.</li> </ul>	<p>Board mandate DEI, CDO and board President to execute</p>	<p>Sept'21  Ongoing after Sept'21.</p>
<p>- Ongoingly review our internal (Salesforce &amp; others) data to identify what are the big topics for our population</p>	<p>DEI, CDO, CEO</p>	<p>Ongoing after Sept'21</p>

# DEI internal and external communication plan. *(Focus on relevant ethnic and racial groups in our community)*

Action	Responsibility	When
1- Include a racial justice component as a key messaging point in the post-pandemic communication plan.	CEO with DEI and staff input	
2- Use always the VPSA communication Model V - Values P - Problem S - Solution A - Action		
3- Use our communication tools to MULTIPLY in peak calendar and circumstantial moments	CEO with DEI and staff input	
4- Proactive always on communication plan		Plan approved Sept'21

# P2P DEI action plan: Implementation of Key Performance Indicators

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## Immediate KPI

- Board and Board Leadership reflecting the racial and ethnic demographics of Norwalk + Stamford by 2023/24
- Staff reflecting the racial and ethnic demographics of Norwalk + Stamford
- P2P population base DEI training done:
  - Employees 100% by July'21
  - Board 100% by Sept'21
  - Volunteers, 40% by the end of 2021, 65% by June'22 and 100% Dec'22. All new Volunteers trained as of Sept'21

## Future KPI

- DEI Council (incl CEO and CDO) will prepare annual specific DEI targets and KPI's (inside of this DEI Action plan frame) that will be shared with the board.