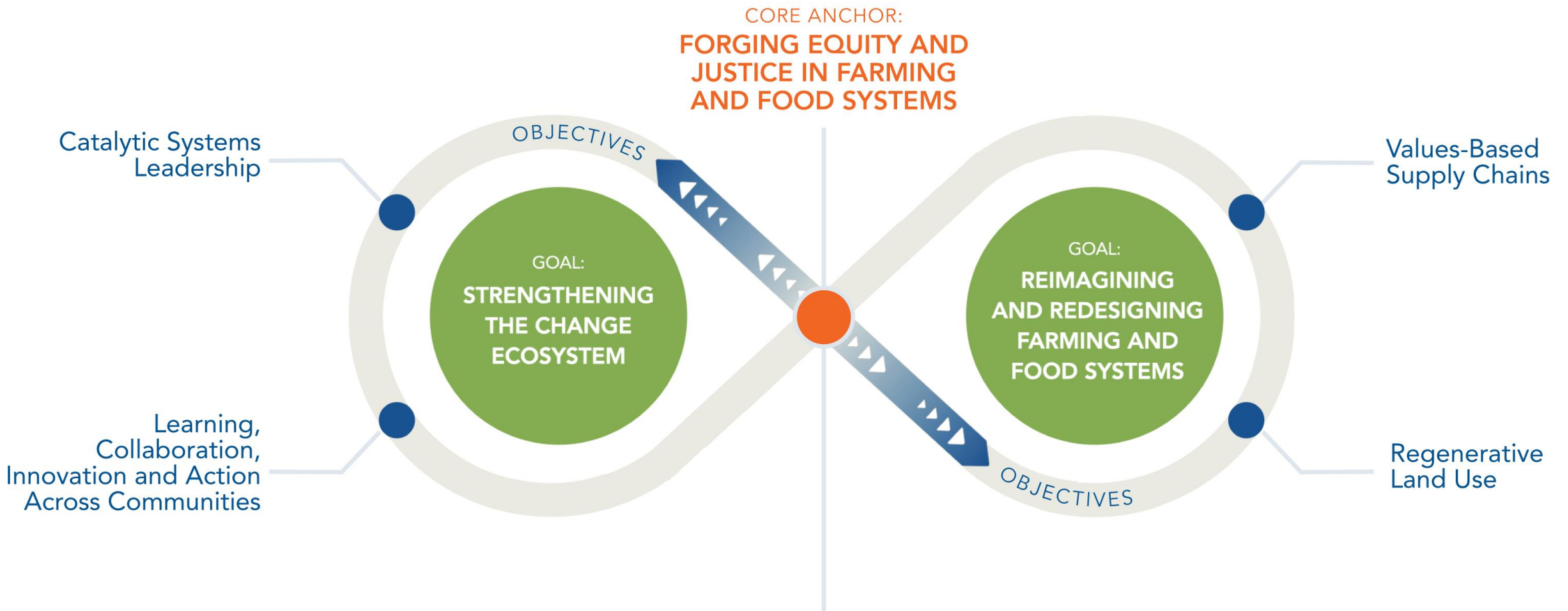


2023 WALLACE CENTER RACIAL EQUITY GOALS

STRATEGIC PLAN



2023 WALLACE CENTER RACIAL EQUITY GOALS

FORGING EQUITY AND JUSTICE IN FARMING & FOOD SYSTEMS



GOAL: **Increase organizational transparency to build accountability with our partners, funders, Winrock, and those we serve - particularly Black, Indigenous, and People of Color.**

- Reform our new business processes to prioritize partner and network engagement from the get-go, pursuing and designing projects based on their input. (e.g., key partners engaged throughout the year)
- Conduct an organizational Racial Equity Audit to assess current practices, identify areas of growth, and establish recommendations. (e.g., equity audit conducted in partnership with an external contractor)
- Track and report our progress towards increasing diversity of our staff, partners, vendors, and those we serve. (e.g., remain accountable to our partners and the public by regularly publicizing our progress)

GOAL: **Strengthen Wallace Center as a human-centered organization that supports the agency and leadership of its staff and partners.**

- Establish a transparent, participatory, and empowering decision-making structure at the Wallace Center. (e.g., Wallace Center decision-making framework developed and publicly-shared)
- Ensure the sustainability and success of the Wallace Advisory Group.
- Provide an equitable and accessible process for staff to access professional development opportunities to grow their leadership, skills, and professional agency.

2023 WALLACE CENTER RACIAL EQUITY GOALS

FORGING EQUITY AND JUSTICE IN FARMING & FOOD SYSTEMS



GOAL: **Maintain Wallace Center's core commitment to maintaining our established structures of centering racial equity and human-centered culture.**

- Continue to provide a flexible, informal space for Wallace staff to meet, discuss and collaborate on racial equity issues on a regular basis. (e.g., hold book club series on topics related to racial equity and justice)
- Continue using consistent processes for centering and addressing racial equity in Wallace Center operations. (e.g., Wallace Racial Equity Toolkit is consistently utilized for proposal development, communications, hiring, and partnerships)
- Maintain regular check points and all-staff discussions around racial equity. (e.g., hold monthly racial equity all staff meetings, bi-monthly racial equity coffee chats)

GOAL: **Engage with Winrock staff and leadership to share resources and support conversations around racial justice.**

- Facilitate two-part racial equity discussion for Winrock staff. (e.g., share process, learnings, and impact from Wallace Center's work on racial equity)
- In coordination with Winrock's DEI advisor, build out a shared toolkit to centralize racial equity tools and processes, starting off with existing Wallace tools. (e.g., shared toolkit will include resources on racial equity in hiring, new business development, workplace culture, and more)