

Accomplishments

- A group of more than 35 community development stakeholders have come together and are working towards a common goal;
- The issue of racism in community development is on the table;
- Dialogue around racism is happening within community development organizations and across the field;
- 18 organizations endorsed the Diversity Compact and implemented specific actions to increase diversity in the field;
- 20 community development practitioners have gained skills, increased knowledge and/or built new relationships as a result of their participation in the Community Development Mentoring Program; and
- 8 member organizations of the Alliance, with staff participation from all levels, completed the 9 learning initiative sessions over a 20 month period.

Ways you can participate in the Alliance:

- Attend monthly Alliance meetings and invite colleges to events and activities
- Participate on the steering, recruitment or mentoring program committees
- Join the Alliance as an Diversity Compact endorser, supporter or friend
- Take action to increase the diversity of the leadership of the community development
- Help fundraise and/ or provide financial contributions or other resources

A special thank you to our contributors:

Boston Private Bank, Dept. of Housing and Community Development, Laurie Hunt, LISC, NeighborWorks America, MACDC, Mass Housing Partnership, Mass Housing Investment Corporation, The Community Builders, Simmons College, Third Sector New England.

Alliance Steering Committee

Shirronda Almeida (MACDC), Aida Franquiz (Boston Private Bank), Adam Gibbons, Janet Grogan, Pam Jones, Mason Sand (Watertown Community Housing), Karen Wiener (CHAPA)

Alliance Members/ Supporters

Asian CDC, Bird Street Community Center, Boston Cares/Citizen Academy, Boston Center for Community Justice, Boston Private Bank & Trust, Boston Redevelopment Authority, CHAPA, Cornu Management, Crosswinds Enterprises, Inc., Department of Housing and Community Development, Department of Neighborhood Development, Dorchester Bay EDC, Episcopal City Mission, Fair Housing Commission/Boston City Hall, Inquilinos Boricuas en Accion, Interaction Institute for Social Change, Jamaica Plain NDC, Local Initiative Support Corporation, Mass Association of CDCs, Mass Community Development Finance Corp., Mass Housing Investment Corporation, Mattapan CDC, NeighborWorks America, NOAH, Nuestra Comunidad, Public Conversations Project, Salem Harbor CDC, South West Boston CDC, The Community Builders Inc., The Life Initiative, The Mediation Group, The Partnership Inc., Southern New Hampshire University School of CED, Tufts University- UEP, UMASS- CPCS, Urban Edge, Veterans Benefits Clearing House and WATCH.

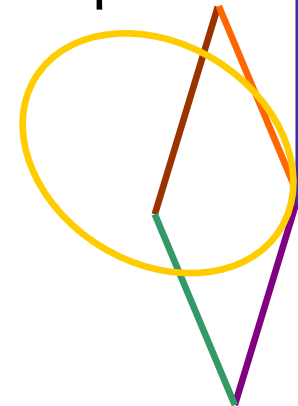


The Alliance – Advancing Community Development by Confronting Racism

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The Alliance – Advancing Community Development by Confronting Racism



Our Mission

The mission of the Alliance is to increase the racial and ethnic diversity of leadership of the community development field by confronting racism.

Brief History

During focus groups, surveys and interviews conducted in 2001-2 by the MACDC and LISC Human Capital committee, CDC staff identified prejudice and racism as among the greatest barriers to the advancement of people of color in the community development field.

This research confirmed that there was under-representation of people of color in leadership positions. Anecdotal stories confirmed that it was across the board – in the public sector, in corporate America and in non-profits. It became obvious that neighborhoods in which community development corporations (CDCs) worked had become increasingly of color, yet the leadership of CDC's remained white.



Participants engaged in dialogue during an Alliance event

The Alliance Initiatives

The Diversity Compact

The Diversity Compact is a statement of shared concerns, values and aspirations that summarizes the organization's commitment to address the problem of the limited racial and ethnic diversity in mid-senior management levels in the community development field. In endorsing the compact, organizations agree to identify and take specific actions to increase diversity in the field. To date, 18 organizations have endorsed the compact.

Learning Initiative

The Learning Initiative consists of a series of educational training sessions that are based around promoting dialogue about prejudice, racism, and institutional racism.

Community Development Mentoring

The Community Development Mentoring Program (CDMP) is designed to position mid to senior level professions of color, who demonstrate leadership potential, for advancement into positions of leadership within the community development. The year long program pairs mentees with executive and senior-level professionals in the field.

Recruitment Committee

The Recruitment Committee is designed to educate and assist employers and staff in the community development field in recruiting, hiring, retaining, and advancing people of color in the field. The committee is currently working on a recruitment manual.

The Alliance aims to:

- ◆ Increase the racial and ethnic diversity of the leadership of the community development field
- ◆ Create and foster an environment which values and represents, particularly within its leadership, the racial and cultural diversity of the communities in which we work
- ◆ Build and sustain a broad-based, representative collaboration of community development organizations and supporters, who are committed to increasing the racial and ethnic diversity of the leadership within our field
- ◆ Build the individual and collective capacity of the Alliance to confront and address racism as well as other barriers to ensuring the racial and ethnic diversity of the leadership within the community development field



2005-6 Mentoring Program participants at the May 2006 end of the year celebration