

**Community Assembly
Racial Assessment Working Group
Update**

September 12, 2020

Racial Assessment Working Group

CSJs: Mary Ellen Foster, Suzanne Herder, (Chair),
Susan Hames

Employees: Sonja Ausen, Kim Wagner

Consociates: Mary Syfax Noble, Kate O'Connell,
Carol Gariano, Donna Hauer, Anita S. Duckor

Purpose

To hire and partner with a consultant to do a Racial Justice assessment of the CSJ province community that will move us to greater organizational diversity, equity and inclusion.

Scope of Work

The assessment will include/engage:

- Sisters, Consociates, Friends of St. Joseph, Partners in Mission
- Employees, volunteers, vendors and consultants
- CSJ Ministries, boards, advisory councils, committees, working groups, volunteers
- Policies, procedures, programs, communications

Progress to Date

- Developed Request for Proposals (RFP) and identified seven potential local consultants
- Received proposals from four, sent pre-interview questions
- Selected three to interview:
 - Culture Brokers
 - Mattson Consulting
 - Strategic Diversity Initiatives

Progress to Date (continued)

- Interviewed two:
 - Culture Brokers
 - Strategic Diversity Initiatives
- After the interviews, we saw strengths in both consultants and decided to ask a few questions about key areas to differentiate further

Progress to Date (continued)

- Followed up with post-interview questions
- Reviewed the consultants' responses
- Reviewed again the proposals, pre- and post-interview responses
- At that point, we came to a strong affirmation

Affirmation

- Strong consensus to invite Culture Brokers to work with us
- Culture Brokers: Minority-owned, woman-owned, small business enterprise certified for this work in the State of MN; extensive experience

Shared Common Values

- Lisa Tabor and Earl Ross
- Partnership: assess our strengths and growth areas and push us to change ourselves, our organization, and all bodies within the organization
- Professional: collegial, experienced, prompt, excellent oral and written communications
- Materials: robust conversations; not “project” but life-changing work

Other Culture Broker Projects

- Ramsey County Juvenile Detention Alternatives Initiative,
- Mississippi Natural Foods Market,
- Fostering Eastside Transit
- Regional Parks System Equity
- U of MN School of Public Health

Next Steps

- Prayer
- Finalize the contract with Culture Brokers
- Develop plan and schedule with Culture Brokers
- Begin work