



Beloved

COMMUNITY

St. Louis Mental Health Board
**Equity Assessments & Thought
Partnership**

FY24

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ABOUT BELOVED COMMUNITY

People: We believe that people are the greatest unit of change. When people embrace shared values, they maintain systems that amplify those values.

Change: We believe that everyone has an obligation to make personally relevant change. When our leaders change, they also accelerate structural change for the organizations they lead.

Systems: At Beloved Community, we believe that the default systems in our country are designed to segregate. When we question and challenge the default, we can dismantle it and build equitable systems in its place.

Theory of Change: Beloved Community works exclusively on comprehensive, sustainable solutions for diversity, equity, and inclusion (DEI). As the US becomes a majority-minority country, we focus on levers that make economic equity possible. We employ three strategies to ensure shared regional goals for economic equity, sustainability, and equitable population distribution that result from integrated schools and communities: Equity in Schools, Equity at Work, Equity at Home. Our work includes: policy advocacy for equitable education, housing, and workplaces, as well as capacity-building within related institutions so that historically marginalized people have real access and opportunity to live vibrant, productive lives.

In every project, we equip our partners with a framework to assess and interrogate how their current policies and practices create (or impede) equity for our most marginalized communities. We know that this journey is not momentary, but rather it is ongoing throughout our entire lives. Therefore, we frame our understanding of Diversity, Equity and Inclusion (DEI) through guiding questions that can be leveraged again and again well beyond Beloved Community's support. These framing questions are:

Diversity: To what extent does our <fill in the blank> population reflect our regional demographics?

Equity: To what extent are the outcomes from <fill in the blank> program predictable by participants' demographics?

Inclusion: To what extent do diverse populations feel comfortable, respected and empowered within their organization? To what extent are diverse community perspectives included in the decision making that impacts their lives?

PROJECT OVERVIEW

Beloved Community is incredibly excited to potentially partner with the St. Louis Mental Health Board team as you commit to deeply embedding diversity, equity, and inclusion (DEI) in the fabric of your organization and culture at every level. As an organization that improves the quality of life for St.Louis City residents by investing and participating in a coordinated system of social, behavioral and physical health services aligned with community priorities, centering this equity work as intentional and explicit is essential. This proposal outlines the potential scope of our partnership, which we propose as a fourth month long engagement from September 2023 to December 2023,

THE BELOVED APPROACH

At Beloved Community, we know that our partners come to us at many different stages of their equity journey. As a result, we have designed our process to meet the unique goals and needs of each organization and leader. By anchoring our work in phases, it affords us the freedom to adjust and adapt our supports to create a growth path that sets leaders up for long-term sustainable equity. [The Beloved Approach](#) moves teams at their own pace through a journey of vision-setting, internal and external engagement, equity planning, implementation and codification. Throughout each phase, robust coaching and thought partnership are paired to support senior leaders, managers and equity champions in navigating the nuances of priority-setting, change management and communications that accompany any DEI journey.

THE BELOVED APPROACH
YOUR GROWTH

- PHASE 1**
 - Clear & Aligned Equity Vision
 - Shared Organizational Vocabulary
 - Org-wide Equity Priorities
- PHASE 2**
 - Multi-year Equity Roadmap
 - Equitable Internal Practices & Culture
 - Aligned Data Practices
- PHASE 3**
 - Engaged Shared Interest Partners
 - Sustainable Internal Resources & Codified Practices
 - Internal Equity Leadership Capacity
- PHASE 4**
 - Continuous Improvement Cycles
 - Sustained Organizational Culture & Practices
 - Sector Leadership and System Transformation

KEY COMPONENTS

Equity Audit

The Beloved Community Equity Audit is a [comprehensive assessment](#) designed to provide you with a quantitative picture of how equity shows up across all functional areas (finance, programming, operations, community engagement, talent, etc.) and stakeholders (management, staff, governance, vendors, community members, etc.) within your organization. This online tool is intentionally practice-based in order to center you in the systemic policies, practices and collective decisions that live within your organization and impact your work each day. Measuring across 14 substandards and 200+ indicators, the Equity Audit will empower your organization to identify structural shifts and technical assistance needs to advance your equity mission.

To learn more about the Equity Audit Process, refer to *Appendix B: Equity Audit Process*.

Equity Lens Map

The Equity Lens Map (ELM) measures the capacity of each of your team members to lead with an equity lens. This assessment will provide guidance and clarity around the types of professional development experiences necessary to support your staff in championing equity within their work every day. Measuring their experiences across eight domains, the ELM will probe your staff in the following areas:

- Self Awareness
- Understanding Interpersonal and Institutional Bias
- Interrupting Interpersonal and Institutional Bias
- Allyship
- Internalized Oppression
- Internalized White Supremacy
- Fatigue
- Personal Learning

For specific definitions for each domain, please refer to *Appendix C: Equity Lens Map Domain Definitions*.

Thought Partnership Coaching

As you begin to put your plan into action, we will support you through the strategic shifts, change management and communication necessary to operationalize your equity commitments. Whether we are supporting you in identifying potential training and capacity building, further diving into specific areas of the audit results,

reviewing new policy proposals or identifying relevant strategies for your organization's highest priorities, Beloved Community will serve as a trusted partner on your implementation journey. Oftentimes the volume of data from the audit can be overwhelming. These supports will help leaders to focus their energy, harness the momentum and lay the path for an ongoing equity journey.

TIMELINE

September 2023 - December 2023

*See Appendix A for Component Objectives, Anticipated Timing and Deliverables

PROJECT TEAM

Project Manager: Kevin Lewis (he/him/his), Associate Director, Equity at Work

Project Team:

Ileana Ortiz (they/them/theirs), Associate Director, Equity at Work

Cassandra Solis (she/her/hers), Associate Director, Equity Tools & Programming

Project Sponsors:

Dr. Nicole Caridad Ralston (she/her/hers), Senior Director of Education & Programming

Lauren Young, Senior Director of Data & Analysis

* See Appendix B for Full Team Bios; please note that Project Team members are subject to change depending on staffing capacity at time of contract execution.

BUDGET

Comprehensive Organizational Assessment: \$6,000

Thought Partnership Coaching: \$2,000

CONTRACT DETAILS

Upon negotiation of the contract, Beloved Community will provide a final statement of work confirming date, time and location. The proposed costs above are inclusive of anticipated travel expenses. The client is responsible for any additional agreed upon travel costs related to service delivery during the engagement, if any, as well as the cost of food and facilities to host any facilitated sessions. Beloved Community will ensure transparency and coordination in scheduling.

I look forward to answering any questions and discussing how we may work together to bring your vision to fruition for the St. Louis Mental Health Board team.



Rhonda J. Broussard | (c) +1 314 560 7135 | rhonda@wearebeloved.org

APPENDIX A: Project Timeline Detail

COMPONENT	OBJECTIVES	KEY DELIVERABLES	TIMELINE
Equity Audit	<ul style="list-style-type: none"> To establish a quantitative benchmark of how practices around Diversity, Equity and Inclusion are currently emerging for all key stakeholders. 	<ul style="list-style-type: none"> Comprehensive org-wide DEI assessments. Detailed data reports across 14 substandards and 200+ indicators. Audit debrief and meaning-making session. 	September 2023
Equity Lens Map	<ul style="list-style-type: none"> To provide an org.-wide map of staff capacity and needs in order to make meaningful decisions around professional development in Diversity, Equity and Inclusion. 	<ul style="list-style-type: none"> Individual equity capacity assessment for all staff. Org.-wide and individual detailed data reports across seven key domains. Assessment debrief and meaning-making session. 	October 2023
Thought Partnership Coaching	<ul style="list-style-type: none"> To provide the coaching and guidance necessary to make strategic decisions for implementing your equity 	<ul style="list-style-type: none"> Four, 1-hour coaching conversations over the course of 2 months. Expert insights and resources to 	November 2023 - December 2023

	agenda.	support the practical application of your equity plan.	
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APPENDIX B: Team Bios



Rhonda J. Broussard (she/her)

Founder, CEO

[Twitter](#) / [LinkedIn](#) / [Blog: One Good Question](#)

Rhonda Broussard founded Beloved Community to create sustainable paths to regional racial and economic equity. Beloved Community works at the nexus of Equity in Schools, Equity at Work, and Equity at Home. Her vision for Beloved Community is informed by her leadership in education and Rev. Dr. Martin Luther King Jr.’s goal “to

create a beloved community” that would “require a qualitative change in our souls as well as a quantitative change in our lives.” Rhonda has been a change-agent in diversity, equity, inclusion and international education throughout her career. Previously, she founded a network of language immersion and International Baccalaureate world authorized schools, was a National Board Certified Teacher and taught in public schools in drop-out recovery, college access, working class, immigrant, and affluent school communities. She has served on the board of the Missouri’s Charter Public School Association, PROMO - Missouri’s Statewide LGBTQ Advocacy Organization, and Washington University in St. Louis YMCA-YWCA.

Rhonda is steadfast in her commitment to community engagement and leadership as a Highland Leader, a Tulane Mellon Fellow, a Pahara-Aspen Fellow and an Eisenhower Fellow. She currently serves as the Chair of the Board of Directors of EdNavigator, the Treasurer of Dat School Agile Learning Center, and Director of Diverse Charter Schools Coalition. Rhonda has earned a Bachelor of Arts in French and Secondary Education from Washington University in St. Louis, a Masters of Arts in French Studies from The Institute of French Studies at New York University, and has studied in Cameroon, Martinique, Finland, New Zealand and metropolitan France. Rhonda is the author of One Good Question: How Countries Prepare Youth to Lead. You can find Rhonda, her partner Kim, and her bilingual family living on native Bulbancha land also known as New Orleans, Louisiana where she studies, performs, and teaches dances from the African diaspora.

Dr. Nicole Caridad Ralston (she/her)

Senior Director of Education and Programming

[LinkedIn](#)



Dr. Nicole Caridad Ralston is the Director of Education and Programming at Beloved Community where she supports the team in strategy, processes and visioning as it relates to Beloved’s content, curriculum, and facilitation services. In her previous career in higher education, she developed retention and community engagement initiatives, built social justice education programs, taught courses on the white savior complex, and led the undocumented student support committee. She is devoted to creating spaces where those who have been pushed to the margins can be centered, seen and heard. As a multiracial Latina, and daughter of Cuban refugees, her dedication to inclusion is personal. Dr. Ralston’s doctoral research focused on how women of color in higher education navigated their identities in their leadership roles. Additionally, she is an adjunct professor at The University of New Orleans graduate school where she teaches, “Diversity in Higher Education”. She is also an alumni of the Social Justice Training Institute, 4.0 Schools Essentials, Stand’s Educational Leadership Institute, and the Progressive Change Campaign’s Training. Locally, she serves on the board of the ACLU and is a doula to local moms. In her free time, she shares her New Orleans food adventures on her Instagram @eatenpathnola!



Kevin Lewis (he/him)
Associate Director, Equity at Work

Kevin Lewis is an Associate Director of Equity at Work at Beloved Community. Kevin has a professional background in higher education, nonprofit DEI facilitation, and social justice curriculum/training design. He came to Beloved Community because he found a deep alignment between Beloved’s values and his personal and professional values rooted in equity and liberation. Kevin has demonstrated his passion for facilitation through presenting for global audiences in Canada, Australia, and the U.S. He holds a B.S. Ed in Human Development

and Family Studies from Bowling Green State University and a M.S. Ed in Higher Education Student Affairs from Indiana University. Kevin supports the team from Bulbancha, known as New Orleans, where you can find him running in local parks or going to a second line.

Ileana Ortiz (they/them)
Associate Director, Equity at Work

Ileana Ortiz is proud to join Beloved Community as an Associate Director for the Equity at Work Program. Ileana was born and raised in Miami, FL and attended college in Pensacola, FL. After



years of visiting New Orleans, they enrolled as an AmeriCorps member at Project Homecoming and served as a Worksite Manager from 2014-2015. After Project Homecoming, they served as an AmeriCorps Fellow at the Orleans Public Defenders office where they were a Client Advocate/Spanish Interpreter. Prior to joining Beloved, for 5 years, they were at EdNavigator, and helped families (primarily limited English proficiency individuals) navigate the educational system. While at EdNavigator, they were also a founding member of the internal DEI working group and helped ingrain DEI into systems, particularly around language access. They're the proud child of Cuban refugees, and their lived experience makes the work they do incredibly personal. Ileana is part of the Innocence Project New Orleans' Board of Directors as well as the Out Foundation's New Orleans Chapter Board. Since Aug 2018, they also serve as an advisor to Mayor LaToya Cantrell as a commissioner on the Human Rights and Equity Advisory Committee. In 2020, they were voted LGBTQ Activist of the Year by Flame Magazine. When they're not at work or at a board meeting, they can be found doing Crossfit at the only trans owned Crossfit gym in the country, making some cafécito, or spending time watching movies on their couch with their partner, kids, rescue pitbull, and senior tuxedo cat.

Lauren Young (she/her)
Senior Director of Data and Analysis

Lauren Young (she/her/hers) is the Director of Data and Analysis for Beloved Community. She is a data strategist who works with leaders across all sectors to engage teams in developing an organizational culture that promotes accountability and innovation. Lauren believes that a commitment to continuous improvement is a critical factor in affecting change. Her work supports leadership teams to reach their highest potential for effectiveness and efficiency and promotes informed innovation of high-performing programs. Lauren holds a Master's degree in Public Administration and a Bachelor's degree in Political Science & International Studies from Saint Louis University. She is fluent in English and Spanish. She is a graduate of the Focus St. Louis Women in Leadership program, and has served in leadership roles at non-profit organizations and intentionally-diverse charter public schools. Lauren resides in St. Louis, Missouri with her husband and children.



Cassandra Solis (she/her/ella)
Associate Director, Equity Tools & Programming

As the Associate Director of Equity Tools & Programming, Cassandra Solis (she/her/hers/ella) leads the client/partner data analysis and facilitation of Beloved Community's equity

measurement tools. Cassandra has a background in labor organizing, workforce development, and social justice facilitation. In her most recent role, she led and implemented a diversity, equity, and inclusion (DEI) program at Planned Parenthood of Illinois. She created and implemented a three-year DEI strategic plan that included DEI education and a climate and belonging assessment while juxtaposing that data against patient experience to further health equity. Cassandra came to Beloved because as a Chicana, native to the South Side of Chicago, she wanted to continue to bridge her lived experiences of inequity to critical race theory. This passion blossomed as she both developed and graduated from the inaugural Critical Ethnic Studies program coupled with a double major in English from Kalamazoo College. She currently resides on the South Side of Chicago with her partner and two cats.

Appendix B: Equity Audit Process

Structure & Scoring

The Equity Audit team will answer questions for each standard and substandard that apply to the organization for a group of stakeholders groups. **For non-profit organization], these groups include (where applicable):** Target Population, Staff, Management, Subcontractors/Vendors, Community Partners, Board of Directors, Institutional Advancement, Employment Assistance Grants, CSR/Foundation/Giving

Every question in the tool can produce a score of 1, 2, 3, or 4 with 1 being the lowest amount of points an organization can award itself. In essence, the Equity Audit questions are designed to probe folks to reflect on their practices, procedures, norms, and data tracking practices related to **recruitment, hiring, retention, advancement, pay and benefits, leadership decision-making processes, employee engagement, and more.**

You will receive a score report that breaks down your score in the following categories based on the Equity Audit Standards and Substandards:

- Inquiring: Up to 25%
- Emerging: 26-50%
- Developing: 51-74%
- Expanding: 75-90%
- Refining: 91%-100%

Logistics

Before engaging directly with the Equity Audit, a member of our Data team will prepare your Equity Audit team to ensure that you are well-positioned to begin the audit process. *At an additional cost*, during the Equity Audit, a member of our Data team can also be present to support in answering any technical questions that may surface; they will provide support for up to 8 hours (if the audit requires more than 8 hours of support, additional hourly fees will be charged per Beloved Community's fee structure). Once the Equity Audit is complete, a member of our Data team will debrief the results with your team and ensure that you are well-equipped with a customized repository of resources to advance your equity agenda.

Appendix C: Equity Lens Map Domain Definitions

- **Self-Awareness:** Respondents consider awareness of their social identities and bias in their personal and professional lives.
- **Understanding Interpersonal & Institutional Bias:** Respondents reflect on their understanding of interpersonal and institutional bias in the workplace.
- **Interrupting Interpersonal & Institutional Bias & Discrimination:** Respondents reflect on their capacity to interrupt bias and discrimination as it occurs in the workplace.
- **Allyship:** Respondents reflect on their understanding and experience with thoughts and behaviors associated with allyship. Most simply, being an ally can be defined as supporting a person or people with an identity marker that one does not share.
- **Internalized White Supremacy:** Respondents reflect on a series of statements that refer to social structures and norms established by a white-dominant society. Internalized White Supremacy refers to the effects of these structures and norms on an individual's bias towards BIPOC and the beliefs and actions that sustain the structures of racism.
- **Personal Learning:** You actively engage in personal development to interrogate the privileges and oppression attached to your social identities. You are connected to communities that affirm your identities and your desire to enact positive change in the workplace as it relates to diversity, equity and inclusion. You have internalized that systemic oppression shows up everywhere you are committed to continuing to learn how to dismantle harmful systems in your sphere of influence. Actions that you might consider include: self-care practices to remain healthy while forwarding DEI in your workplace, reviewing healing and liberation resources for your own personal development, and continuing to model which of the tenets of white supremacy culture may be barriers to how you are showing up in your own learning and unlearning.
- **Internalized Oppression:** Respondents reflect on a series of statements that refer to beliefs we hold about our own marginalized identities.
- **Fatigue:** Respondents reflect on a series of statements that refer to fatigue. Many members of marginalized identities experience fatigue as a result of feeling the responsibility of advocating, often alone, on behalf of their identity group.