

Equity Alliance

of the North Coast

Creating A Place Where We All Belong

To create the world we all deserve, we are working to address all dimensions of racial inequity — inspiring people, organizations and institutions to make positive change from the inside out.

INTERNAL WORK

Personally it has been inspiring just to be around others committed to this work. I've become more aware of how in subtle ways I see people I come in contact with as an 'other,' how I assume privilege and act on it; how difficult it is to change.



- Len Wolff, Participant in Equity Alliance Roundtables

INTERPERSONAL WORK

We got some great tools for helping to open conversations with our middle school campers...we were able to have those conversations in a way that felt productive...to help everyone be themselves and be the best person they can imagine.



- Kati Texas, North Star Quest Camp

INSTITUTIONAL WORK

In the next iteration of our strategic plan we have set goals regarding racial equity. We have become an organization where equity is a priority.



- Sarah Kerr, Humboldt Area Center for Harm Reduction

STRUCTURAL WORK

It's important to look at the larger picture, not just how we treat each other but also larger systemic issues our community is facing and how we can work to change our systems.



- Cori Jara, McKinleyville Family Resource Center

Current services and offerings:

- Training, coaching and racial equity planning with nonprofits, institutions and businesses
- Training for trainers and consultants in racial equity work
- Monthly roundtable workshops and newsletter to help community members learn and connect

In the works:

- Technical assistance grants for organizations and trainers
- Opportunities for collaborative goal-setting, planning, implementation and accountability



Equity Alliance of the North Coast is an initiative of the Humboldt Area Foundation

Why here, why now?

HAF has consistently heard from communities of color for many years about patterns of discrimination they face across the region. These patterns are often not recognized as an important factor in community wellbeing and it is no organization's "job" to address it.

"I can tell you that racism is very much alive in [my community] today. I have an African American provider that has been with us about six weeks and have had at least three very overt experiences of racism with her and her support staff she is working with."

- Community meeting testimonial

Communities are diversifying: **Three** Humboldt school districts are attended by roughly **90%** students of color, and five school districts are attended by between **30-50%** students of color.

Source: CA Dept. of Ed.

While only **7%** of Humboldt County residents identify as American Indian/Alaska Native, these community members experience much higher rates of mortality (**dying on average 12 years earlier**), juvenile detention (**40%** in 2017), and children in foster care (**54.5%** in 2015). Source: Humboldt County DHHS, Corrections Dept.

What does change look like?

Community members, business and government leaders have now spent more than three years working together as "equity arcata." Increasing levels of collaborative accountability are starting to unfold. and seven community work groups are developing training and education models, a bias reporting tool, and more.

1% of the county population has participated in Equity Alliance trainings and events.

"This feels like the beginning of a major shift in local organizations and their structures. Participation in this workshop series is essential to learning how to recognize white privilege and its effects on communities of color, as well as learning the tools to facilitate change for the betterment of us all."

- Equity Alliance participant



Help Us Support This Work

www.equitynorthcoast.org

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