Lamoille RESTORATIVE CENTER

RESTORING RELATIONSHIPS. REBUILDING COMMUNITY. RENEWING HOPE.

EQUITY ASSESSMENT REPORT

Presented by:

THE **CREATIVE DISCOURSE** GROUP

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OVERVIEW OF WORK

From August to December 2021, Dr. Nadia DuBose of The Creative Discourse Group (formerly of The DuBose Mitchell Group) supported the Lamoille Restorative Center (LRC) on their path toward becoming an anti-racist organization. In this work, LRC sought to build trust and shared vision beginning with an assessment of the organization, and eventually leading to the advancement of priorities and action to uplift the most marginalized people in our community.

The goals of this work were to build the capacity of the Racial Equity Group (REG), organization leadership, and board to help LRC:

- Identify, develop, and maintain a culture of justice, equity, diversity, and inclusion.
- Apply an anti-racist, social justice lens to their work.
- Significantly impact the racial and economic disparities in the communities LRC serves through actions, partnerships, and resources.
- Undergo an Organizational Equity Audit to identify the immediate and long-term action steps to work toward goals above.

In order to do this, there were two main activities of this work: (1) provide consultation and supportive facilitation to the REG charged with developing priorities and advancing the work and (2) Take stock of LRC's current capacity and most actionable priorities through an organizational equity assessment.

DATA COLLECTION

This equity assessment engaged the LRC staff, board, volunteers, partners, and past participants in the data collection process to develop an understanding of LRC's current culture, practices, policies, and actions related to equity, diversity, and inclusion. The data collection process was designed to understand the behaviors and activities within LRC, and the attitudes towards the organization that may be advancing or limiting the organization's commitment to equity. Additionally the process sought to understand environmental considerations such as the attitudes and activities of partner organizations. There are four main components to the organizational equity assessment that are discussed in this summary of findings:

1. TDMG's work with the Racial Equity Group (REG)
2. A Survey
3. Interviews, and
4. A Review of Internal Documents

Racial Equity Group (REG)

The REG was formed from the Race and Justice Committee which was already established when TDMG embarked on work to support their efforts. The group was charged with developing priorities and championing justice, equity, diversity, and inclusion work at LRC. TDMG met with the REG four (4) times between August and November 2021 to provide consultation and supportive facilitation, encourage shared learning and relationship development, and train and prepare the group to embark on equity audit interviews.

The REG is made up of seven (7) LRC staff and one (1) board member who self-selected to help lead LRC's racial equity work and all engaged in the data collection process as participants in the staff focus groups and as investigators who hosted focus groups

and/or individual interviews for past participants, volunteers, and partners of the organization.

Survey

TDMG developed and conducted a self-facilitated, online survey for staff, board, volunteers, and community partners. There were 65 responses to the survey.

Interviews

TDMG hosted interviews with the LRC board, staff, volunteers, partners, and past participants who identify as LGBTQ or BIPOC. Each of these interviews were set up as 30 - 60 minute 1:1 or focus group conversations allowing participants to share their perspectives on LRC, its organizational culture, and its work to become more equitable and racially just. TDMG hosted four (4) interviews with LRC Staff, one (1) focus group interview with the LRC Board, and three (3) 1:1 interviews with past program participants who identify as BIPOC. Additionally, LRC's Racial Equity Group hosted a series of 1:1 and focus group interviews including one (1) volunteer focus group, three (3) focus groups with external partners, and nine (9) 1:1 interviews with partners (6), volunteers (1), and past participants who identify as LGBTQ (2).

Investigator	Group	Qty
TDMG	Staff Focus Groups	4
TDMG	LRC Board Focus Groups	1
TDMG	1:1 Interview with BIPOC past participants	3
REG	Volunteer Focus Group	1
REG	Partners Focus Groups	3
REG	1:1 Interviews with partners/volunteers	7
REG	1:1 Interviews with LGBTQ past participants	2

Document Review

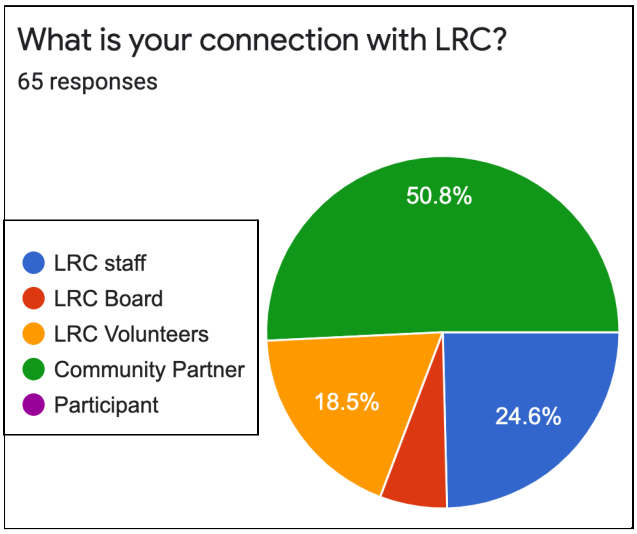
Several documents were examined with an equity lens to determine alignment with the LRC stated mission and vision. The documents were read, notated, and analyzed to inform recommendations.

Documents Reviewed
❖ FY22 Operations-Plan - 8 23 21 (3) ❖ LRC Bylaws 10_9_18 ❖ LRC Ground Rules for R&J Work (3) ❖ LRC Interim Court Diversion Director Policy 5_31_18 ❖ LRC Investment Policy 1_29_20 ❖ LRC Race and Justice Statement June 2020 ❖ LRC Whistleblower policy 11_21_14 ❖ Onboarding-guide-Adopted 2 16 21 ❖ R&J Action Plan 6.24.20 ❖ R&J-Committee-Action-Plan-3-30-21 ❖ Synthesis. [of staff reactions to the organization wide “Me and White Supremacy” book reading] ❖ Telework Policy 4.2.20 (version 11)

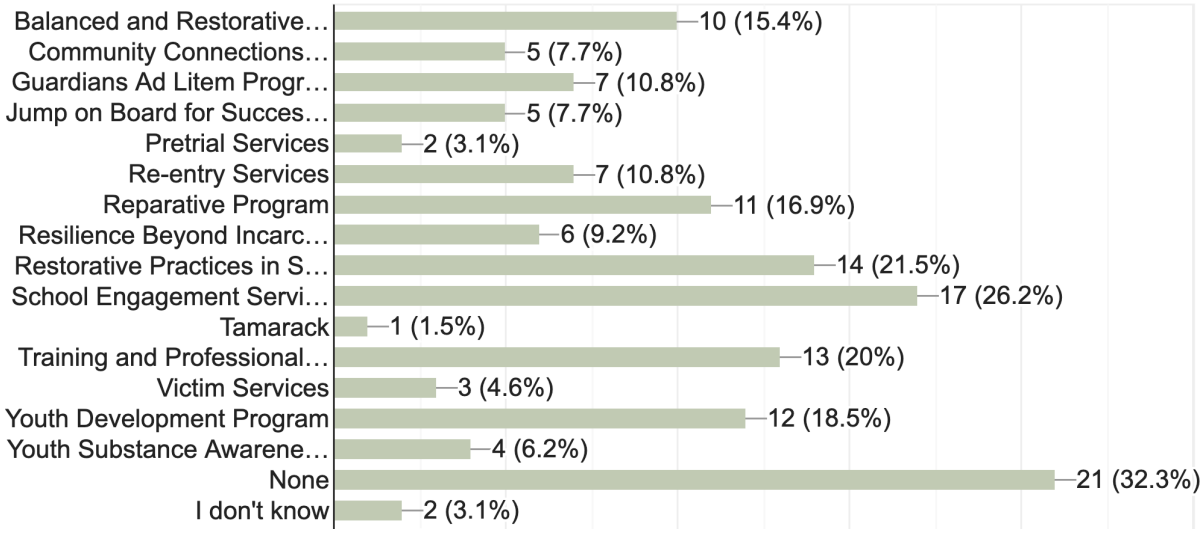
SUMMARY OF FINDINGS

Survey Findings

There were 65 survey responses from a range of staff, board members, partners, and volunteers. 60% of the respondents were white, and (5) respondents reported a race other than white, and four (4) others preferred not to respond to the question of race.

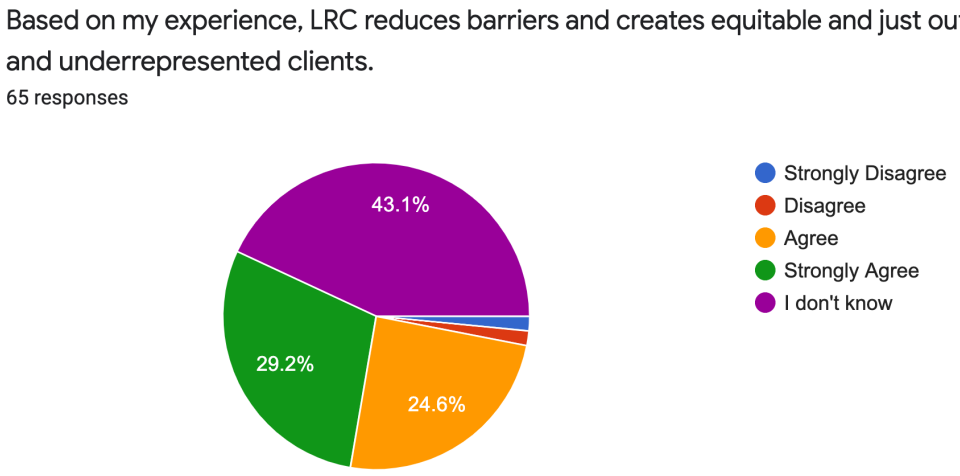


Respondents were connected to a range of LRC programs, though most were connected to School Engagement Services, Restorative Practices in Schools, Training and Professional Development, and Youth Development Program.



Generally, survey respondents hold positive impressions of LRC (with 94% reporting a positive or very positive feeling about LRC) and feel safe at or when working with the organization. Respondents mostly feel LRC staff are skilled at or are gaining skills in talking about race and racism and relating to people from diverse racial and ethnic groups or other marginalized people. People also felt that LRC was accessible to them, and that the organization made efforts to ensure those most impacted by decisions are heard.

There is however, a disconnect in the answers to the questions that followed on the survey. The subsequent answers indicated that there is significant ambiguity regarding if the organization disaggregates data by race, conducts reports specifically about race, racism, and equity, or has mechanisms in place to address racial inequities. This disconnect demonstrates that while respondents feel the organization is great and has some skill, it may not be doing all it can or should be doing to address issues of inequity as people could ot specifically point to this in LRC's practices.



When offered the opportunity to elaborate and share additional thoughts, survey respondents provided an array of thoughts.

Additional Thoughts Shared by Survey Respondents:

- LRC should provide more opportunities for volunteers to have input.
- LRC should expand the search for employees to build diversity.
- LRC's views toward people experiencing poverty was a concern.
- LRC is supportive in Lamoille County schools and people hope to see them embedded more to support the process of analyzing disciplinary policies.
- Conducting this Equity Assessment is seen in a positive light.
- The LRC team was seen as homogeneous and an exclusive group.
- LRC serves without judgment and listens to expressed needs.
- Professional development is needed to understand race, racism, and inequities.
- LRC should create more opportunities for the voices of victims to be heard.
- LRC should continue to deepen connections to the community and share about their work and resources.

Interview Findings

There are generally positive views of LRC and its staff.

Generally, LRC and its staff is highly regarded among study respondents. The organization is regarded as having a great mission and set of values. Overall it is clear that staff work at LRC because there is a broader sense of purpose, and mission alignment with what they value. Staff reported that they really value the work they do, really feel connected intrinsically, and feel valued by the organization's leadership.

The Board expressed a sense of pride in the work and reach of LRC and partners also regard the organization very favorably. They frequently described LRC as an important resource in the community and one that has made the difference in their work.

> *"Pulling you [LRC] in as a resource, it is so helpful because it allows us to see things that we may not see when we are dealing with it everyday."*

Interviewees spoke highly of the staff and saw them as experienced. They observed that LRC staff make connections to lots of services for people, but especially those experiencing low incomes and homelessness. Staff is also seen as committed to a holistic approach where they are not just focused on one thing but rather the broader picture of needs like access to transportation, a phone, food, and housing, for example.

People did express a desire for LRC to hire more people of the global majority. In particular all BIPOC participants indicated that representation matters to them as seeing people who look like them would help them to feel more at ease and less on guard.

While people did express a desire to see more diversity and representation on the staff, there was an appreciation for the racial equity work the organization is committed to. This was seen as another way LRC is taking on leadership in the community.

> *"I'm so impressed by how LRC is doing this audit, and making efforts to actively examine institutional racism and bias.."*

Some past participants indicated that LRC was great at mitigating the challenges they were facing and went above and beyond. They felt they were able to have a voice in matters impacting them and that LRC was knowledgeable about resources and helped to navigate them.

Some members of the global majority could point to less than positive experiences working with LRC

While participants of the global majority could point to experiences where they felt they had success working with LRC, some could also identify places where the organization could improve. One person in particular felt LRC missed the mark in a significant way and generally felt that the lack of cultural awareness hindered LRC's ability to

successfully support them. The participant described how this had a devastating impact on their life. While this participant expressed that LRC was able to help them at one point in their process, they felt that the organization's continued lack of understanding of the nuances and racist undertones they were experiencing within the systems was problematic. Additionally, they described how the minimal engagement with LRC after their program participation had a negative effect on them because they felt abandoned and without support as they worked to maintain the success they achieved while in the program.

There is limited awareness of LRC's full scope of work

There were a number of times throughout the interviews where participants highlighted the need for a broader understanding across the region of the work that LRC does. This perspective showed up across all participant groups including community partners, volunteers, and former program participants. Some participants felt people have a very limited view of what LRC has to offer and don't realize the full scope of programs and resources the organization offers. This was seen as problematic both because it meant that people did not understand the resources available to them and those their organizations served, and because it meant that people did not understand the significant role that the organization is playing in the region.

More education is needed both internally and within partner organization

Volunteers, staff, and past participants all discussed a need for more support and training as staff work to provide service to the diverse array of LRC clients. There are however varying levels of engagement with equity work among the staff and board with some people being really engaged, immersed, and dedicated to the work and others less so. This has meant that some LRC staff have shouldered the burden of the work including serving as a resource and educator to colleagues.

> *"A lot of us are not prepared and have work to do but we do have a solid group who are pioneering and helping us get up to speed."*

It would be important for the entire LRC team of volunteers, staff and board to deepen their learning to help them to feel more comfortable addressing racism and inequities in their work day to day. It would also help to create an organization-wide base understanding of the current and historical context, and the work ahead.

> *"Am I saying and doing the right things with regard to the global majority?"*

LRC partners also expressed a desire for more education and some saw LRC as a resource for this. One partner described how students of color are experiencing harassment and bullying from both other students and teachers. They also pointed to the disparities in the disciplinary practices in schools and regarded LRC as a viable partner and resource to navigate these problems.

> *"I would really love school administrators and teachers to be challenged to think about those frameworks from an equity lens and I wonder if LRC could be a part of something like that."*

BIPOC participants shared that there is a disconnect in knowledge and understanding the experiences of Black program participants. They expressed that LRC cannot do this work without really understanding their experiences and that in order to do that, LRC will have to listen and mitigate their biases.

> *"LRC is doing the best they can. They are learning to understand the nuances and that it just does not always look the same for everyone."*

LRC's work is at the intersection of critical systems

Because of their vast array of program offerings, LRC is in a unique position in Lamoille County to intersect a variety of critical systems including education, justice, housing, child and family services, and health. People felt that this intersection allows LRC to have a broader view of the issues facing the region. This is especially true as the issues intersect each other and as the systems interact with each other. One example of this is LRC's role in the schools. LRC is tasked with supporting school engagement for participants but also interacts with the Department of Child and Family Services. Another example is the support LRC provides in the schools supporting Restorative Practices while also interacting with the justice system.

> *"The justice system is of particular note to me, in that I see LRC is an intersectional agency. [They] provide services for multiple State Departments - DOC, DCF, the AG's office."*

Additionally, as LRC strives to understand the entire picture of challenges impacting clients, they are often made aware of the intricate structural challenges impacting participants.

> *"VT administrators and teachers and professors have a hard time really identifying the ways racial inequities manifest in local spaces. The ways those systemic systems of oppression show up locally seem invisible to a lot of white people. Perhaps LRC could do programming specifically targeted at race and racism"*

This awareness extends to issues of injustice, inequity, and oppression.

> *"I know that Lamoille County has issues in the health system. People of color report all the time awful treatment with health care professionals making assumptions about who they are or their health based on their race or class or gender."*

There is a desire for LRC to connect other organizations around DEI work and partner deeper

Interviewees, especially external partners, revealed that there is a strong desire for LRC to serve as a host in the region for equity work. Many saw LRC as a strong resource and wanted more ways to connect with LRC and others in the region around racial equity. Community-wide, there are challenges that many organizations feel, and LRC is seen as a hopeful resource, not just around advocacy, but more around impacting systemic changes.

> *"It would be great to spend more time brainstorming and talking, and doing mini retreats."*

While one participant referred to LRC as an exclusive organization that is very homogenous, many referred to the organization as one where people are making a difference, which entices others to want to be involved in similar efforts. They talked about LRC's equity path as a "movement" and asked the question "for people who want to make a difference, and a change, …how do they engage, connect, join the cool kids?"

And although many people talked about LRC helping to advance racial equity work, one participant described very clearly their hope for LRC to become a leader in the region.

> *"In my dream world LRC would be a really logical and awesome partner in this broader community-wide push that I'm envisioning. Not just working with people coming through the system, but how do we bring restorative, transformative models to our community as a whole? How can LRC help be a leader in that?"*

There are complexities for LRC working with partners while also supporting program participants' needs

LRC's work to both support program participants and work with its partners is complex

because the organization must navigate maintaining good working relationships with partners while also holding them accountable to equitable and just practices. If LRC participants experience inequitable or unjust treatment, LRC is challenged with addressing this with the partner organizations and the systems they work in. This highlights the need for both client level and systems level work, which LRC must navigate alongside partners and program participants. LRC is challenged with both identifying and confronting issues they see arise with their partners. If they are able to navigate the challenges, they are better able to uphold the values of equity and inclusion.

> *"How do we move from one system to another and really look at where those pinch points are, where we are inequitable as a group, and how we hone in on that and address it so that services are more equitable"*

Document Review Findings

A review of LRC internal documents was conducted to examine the organization's policies, practices, and procedures with an equity lens to uncover more about the organization's commitment to racial equity work. The document review revealed that the organization has made gradual progress in including an equity perspective in their work and should continue to grow their efforts from the foundation established.

In June of 2020 almost immediately after the murder of George Floyd, the organization produced a statement on Race and Justice. While many organizations crafted statements during this time, it is of note that LRC did and did so swiftly. This was just a single step, with limited meaning or weight if not followed by some course of action. LRC soon after formed the Race and Justice Committee and crafted an Action Plan that highlighted internal and external/community facing action the organization could focus

on. The Action Plan evolved in 2021 to include strategies, timelines and outcome measures, a significant step toward working to become an anti-racist organization.

Two significant accomplishments were the organization-wide reading and reflection of the book "Me and White Supremacy" and the hiring of a racial equity consultant to support the anti-racism work, including the completion of this equity assessment. Staff reported that they learned new language and approaches to dismantling white supremacy culture and generally felt the opportunity allowed them to self reflect and explore both their biases and ways staff uphold white supremacy at LRC.

> *"Make sure those most impacted are 'at the table' when decisions are made. The most carefully crafted of policies mean nothing if those it is intended to help were never asked to join the discussion."*

RECOMMENDATIONS

Upon conclusion of this body of work, we offer two (2) broad recommendations for continued work each with actionable focus areas for consideration. The two broad recommendations are (1) Strengthen the organization's internal capacity for racial equity work, and (2) Leverage LRC's regional connections to broaden the external facing racial equity work with a goal of becoming a regional racial equity leader.

Strengthen the Organization's Internal Capacity for Racial Equity Work

LRC should work to strengthen their internal capacity for racial equity work through three actionable focus areas:

- Expand, Diversify, and Clarify the role of the REG / R&J Committee
- Additional Learning for the LRC Staff, Volunteers, and Board
- Prioritize Connection with Underrepresented Populations Served by LRC
- Hire an Equity Director

Expand, Diversify, and Clarify the role of the REG / R&J Committee

Organizational committees tasked with championing and advancing diversity, equity, and inclusion initiatives are a critical part of an organization's equity and justice work. The LRC R&J committee formed as the organization saw a need to focus on their DEI work and evolved into the REG. The organization should maintain a team to continue this work who would meet regularly to both support LRC's racial equity work and to hold the organization accountable for continuing to move the work forward.

The organization should also look to expand this team. The REG should represent a diversity of people in order to create the greatest opportunity to achieve diversity of thought and uplift a broader selection of ideas. The REG could include staff, leadership, board members, external partners, informal or formal community leaders, other community members, and past participants.

Each of the members of the committee should be active change agents responsible for advancing the work of the committee and supporting the LRC's efforts to create equity and inclusion within the organization and community it serves. Committee members could take on such roles as helping to lead learning opportunities, implementing new systems, developing new ideas to support racial equity, or advocating for anything that deepens the organization's commitment to racial justice

If the committee is expanded, the organization should consider providing stipends for some committee members such as those of the global majority or other community members. LRC should also provide education to the committee members about their role on the committee, and negotiate the responsibility and power of the committee, as well as the process for identifying actionable priorities year over year.

Additional Learning for the LRC Staff, Volunteers, and Board

In order to equip the LRC staff, volunteers, and board to have effective discussions about equity and justice, connect with the broader community, and become a racial equity leader in Lamoille County, additional education and training opportunities should be offered. This process should begin when onboarding staff, volunteers, and board members and be sustained and scaled up throughout one's time with the organization.

Regular and ongoing training provides an opportunity to build relationships, communicate across roles, hear different perspectives and experiences, and create

opportunities for individual and group reflection about the impact of the work. While there is a plethora of topics the organization can dig into, a few possible topics based on the equity assessment include:

- Structural, Systemic, and Institutional Racism and Oppression
- Identity work
- White Supremacy Culture
- Inclusive, equitable community engagement

Prioritize Connection with Underrepresented Populations Served by LRC

Historically, organizations have excluded the voices of underrepresented populations of people which has meant that the wisdom and lived experiences of these individuals has been absent from decision making processes. It is these individuals who have traditionally had their voices marginalized that organizations need to hear from to inform organizational priorities because they are most impacted by inequities in the system.

Creating opportunities for staff to work closely with and build relationships with the underrepresented populations of people LRC serves is a critical step toward advancing racial equity in Lamoille County. As LRC leadership, staff, volunteers, and board deepens its understanding of the lived experiences of underrepresented program participants, they will gain invaluable knowledge encountering new narratives depicting the varied ways people experience the world. In doing this, LRC will want to consider ways to build reciprocity into the process so that these relationships don't become extractive relationships that only benefit LRC.

Hire an Equity Director

As organizations look to make real commitments to racial equity and justice work, they are realizing the need for good leadership to help. While there is a great need for

leadership in this area across many organizations, expecting one individual to come into an organization and single handedly change workplace culture and develop strategies to advance DEI initiatives is problematic. Many organizations set these leaders up to fail, especially if they hold marginalized identities, by placing an unreasonable amount of issues on their plate, and then shifting the blame to them when initiatives fail.

There appears real opportunity at LRC to bring in an equity leader and avoid many of these common pitfalls. If LRC has capacity, it should consider hiring a full-time equity leader. It would be important for this leader to bring both sustained high level philosophical and visionary leadership to the organization's equity work as well as on the ground coaching and support for the LRC team.

In advance of hiring a leader, the organization would need to focus significant efforts on understanding what a new equity leader would need in order to be successful. It is critical that the LRC board, volunteers, and staff do significant work to understand their responsibility in advancing racial equity work and take the time needed as a new leader works to shift the needle within the organization.

Leverage LRC's Regional Connections to Broaden the External Facing Racial Equity Work With a Goal of Becoming a Regional Racial Equity Leader.

LRC is in a unique position to serve as a hub for advancing racial equity work in Lamoille County and partners expressed a desire to see LRC lead in this way. Areas of focus for action are:

- Connect with partners in education, healthcare, the justice system, housing, child & family services, and others to support their needs and understand LRC's role.

- Convene an intersectional group of formal and informal leaders to engage in learning, discuss overlap in work, and understand the broader structural implications for racial equity work.

Connect with partners in Education, Healthcare, the Justice System, Housing, Child & Family Services, and others to support their needs and understand LRC's role.

LRC should connect with partners in education, healthcare, the justice system, housing, child & family services, and others to engage in deeper meaningful conversations around equity. Through these conversations LRC would share issues they see related to equity and begin to understand from the organization's perspective what needs they have and how LRC can support these needs. Prior to this work, LRC should connect internally to explore their own perspective on the relationships with partners and the issues impacting equitable and just service and bring this knowledge to the conversations.

Convene an intersectional group of structural leaders to engage in learning, discuss overlap in work, and understand the broader structural implications for racial equity work.

It is important that LRC leverages their connections across the variety of sectors in Lamoille County and come together with their partners and community members to (1) learn about the systemic and structural ways organizations are perpetuating inequities and (2) explore how they may work collaboratively to disrupt these inequities.

LRC has a great opportunity to serve as a thought leader in the region by creating opportunities to bring partners together and co-create peer learning opportunities with partners. Bringing people across Lamoille County together to share stories, successes,

and challenges related to their racial equity work would answer the call of regional partners to have LRC lead in this way whilst staying accountable to the racial equity commitments they are making as an organization.

LRC should consider hosting ongoing learning opportunities for the organization and partners related to racial equity and could begin this by hosting a virtual equity summit. This half day virtual equity summit would allow stakeholders to exchange their ideas and experiences related to their racial equity work and discuss overlapping needs and priorities.

CONCLUSION

Embarking on work to advance justice, equity, diversity, and inclusion is not a linear process. Consultants must build flexibility into the process to account for the specific journey of each individual organization and the pace at which they need to move in order to avoid efforts that "check the diversity box" and don't lead to meaningful change. In this instance, we were able to slow our process in order to do the work to build more knowledge generation into the assessment. This had an important impact on the outcomes of this summary of findings by allowing more opportunities for additional voices, specifically BIPOC and LGBTQ voices, to be included.

Through this organizational equity assessment, LRC's Racial Equity Group was able to foster significant relationship building and community engagement. Themes were revealed throughout this report that the organization is encouraged to consider as a launching pad for actionable priorities to guide their work toward becoming an anti-racist and equitable service provider.

APPENDIX A: Survey Questions

Equity Assessment

The Lamoille Restorative Center (LRC) is working to become a more inclusive, equitable organization to provide restorative services, especially for Black, Indigenous, people of color (BIPOC) and people who have been underrepresented. Your responses to this anonymous survey will inform action steps for the LRC staff and board. Thanks for participating!

* Required

Experiences with the Lamoille Restorative Center (LRC)

1. Overall, how do you feel about LRC? *

Mark only one oval.

- ◯ Negative
- ◯ Neutral
- ◯ Mostly Positive
- ◯ Very Positive

2. I feel welcome at LRC. *

Mark only one oval.

- ◯ Strongly Disagree
- ◯ Disagree
- ◯ Agree
- ◯ Strongly Agree
- ◯ I don't know

3. I feel safe when working at or with LRC. *

Mark only one oval.

- ◯ Strongly Disagree
- ◯ Disagree
- ◯ Agree
- ◯ Strongly Agree
- ◯ I don't know

4. Based on my experience, LRC incorporates the voices of staff and clients in decision-making. *

Mark only one oval.

- ◯ Strongly Disagree
- ◯ Disagree
- ◯ Agree
- ◯ Strongly Agree
- ◯ I don't know

5. Based on my experience, LRC reduces barriers and creates equitable and just outcomes for BIPOC and underrepresented clients. *

Mark only one oval.

- ◯ Strongly Disagree
- ◯ Disagree
- ◯ Agree
- ◯ Strongly Agree
- ◯ I don't know

6. Based on my experience, LRC cares that everyone gets the services and supports they need. *

Check all that apply.

- [ ] Strongly Disagree
- [ ] Disagree
- [ ] Agree
- [ ] Strongly Agree
- [ ] I don't know

7. In your opinion, how important is it for LRC to work for racial and social justice? *

Mark only one oval.

	1	2	3	4	5	
Not important	◯	◯	◯	◯	◯	Very important

8. LRC staff and leaders are skilled at talking about race, racism, and how they show up when providing services. *

Mark only one oval.

- ◯ No
- ◯ Moving in that direction
- ◯ Yes
- ◯ I'm not sure

9. LRC staff have the ability to learn from and relate respectfully with people from diverse cultural, racial, and ethnic groups. *

Mark only one oval.

- ◯ No
- ◯ Moving in that direction
- ◯ Yes
- ◯ I'm not sure

10. LRC is accessible to me (language access, website access, access to public spaces). *

Mark only one oval.

- ◯ No
- ◯ Moving in that direction
- ◯ Yes
- ◯ I'm not sure

11. There is an effort to ensure that the voices of those most impacted by decisions are heard. *

Mark only one oval.

- ◯ No
- ◯ Moving in that direction
- ◯ Yes
- ◯ I'm not sure

12. What is your connection with LRC? *

Mark only one oval.

- ◯ LRC staff
- ◯ LRC Board
- ◯ LRC Volunteers
- ◯ Community Partner
- ◯ Participant

Questions for LRC Staff, Board, & Partners

13. How would you describe LRC's willingness to take risks when talking about racism and inequities? *

Mark only one oval.

	1	2	3	4	5	
Not at all willing	◯	◯	◯	◯	◯	Very willing

14. Do LRC staff separate data by race and other key demographics in analyses. *

Mark only one oval.

- ◯ No
- ◯ Moving in that direction
- ◯ Yes
- ◯ I'm not sure

15. Reports are explicit about race, racism, and equity. *

Mark only one oval.

- ◯ No
- ◯ Moving in that direction
- ◯ Yes
- ◯ I'm not sure

16. The goals of reducing barriers to opportunity and racial disparities are reflected in resource allocations. *

Mark only one oval.

- ◯ No
- ◯ Moving in that direction
- ◯ Yes
- ◯ I'm not sure

17. The organization has a deliberate plan to attract and retain staff that reflect the demographics of the community and client population. *

Mark only one oval.

- ◯ No
- ◯ Moving in that direction
- ◯ Yes
- ◯ I'm not sure

18. The organization has regular trainings and discussions at the staff and/or board levels about removing barriers to opportunity and reducing racial disparities both internally and externally. *

Mark only one oval.

- ◯ No
- ◯ Moving in that direction
- ◯ Yes
- ◯ I'm not sure

19. The organization has a mechanism in place to address complaints about barriers to opportunity and racial inequities in the workplace. *

Mark only one oval.

- ◯ No
- ◯ Moving in that direction
- ◯ Yes
- ◯ I'm not sure

Comments

20. Is there anything we didn't ask that you feel is important for us to know?

21. If you could change one thing to lead to better outcomes for all underrepresented LRC staff and/or clients, what would you change?

22. Would you be interested in participating in a 20 min individual or 1 hour group interview to discuss these questions further? If so, please share your contact name, phone and email address to be contacted for the interview.

Demographic Questions

We want to make sure our work is informed by a representative group of respondents. Please help us know how we are doing by answering the following questions.

23. Please indicate the LRC services you use. *

Check all that apply.

- [ ] Balanced and Restorative Justice
- [ ] Community Connections Circles
- [ ] Guardians Ad Litem Program
- [ ] Jump on Board for Success (JOBS)
- [ ] Pretrial Services
- [ ] Re-entry Services
- [ ] Reparative Program
- [ ] Resilience Beyond Incarceration
- [ ] Restorative Practices in Schools
- [ ] School Engagement Services
- [ ] Tamarack
- [ ] Training and Professional Development
- [ ] Victim Services
- [ ] Youth Development Program
- [ ] Youth Substance Awareness Safety Program
- [ ] None
- [ ] I don't know

Other: ☐ _____

24. Which categories would you use to describe yourself? Please select all that apply. *

Check all that apply.

- [ ] American Indian, Indigenous, First Nation, or Alaska Native
- [ ] Asian, Pacific Islander or Desi American (APIDA)
- [ ] Bi/Multiracial
- [ ] Black or African American
- [ ] Hispanic, Latinx, or Spanish origin
- [ ] White or Caucasian
- [ ] A race(s) race, ethnicity or origin not otherwise listed above
- [ ] Prefer not to say

25. With which gender do you most identify? *

Check all that apply.

- [ ] Man
- [ ] Non-binary/Gender non-conforming
- [ ] Woman
- [ ] Prefer not to say

26. Would you describe yourself as transgender? *

Check all that apply.

- [ ] Yes
- [ ] No
- [ ] Non-binary
- [ ] Prefer not to say

27. How would you describe your sexual orientation? *

Check all that apply.

- [ ] Asexual
- [ ] Bisexual
- [ ] Gay
- [ ] Lesbian
- [ ] Pansexual
- [ ] Straight
- [ ] Queer
- [ ] Prefer not to say

28. "What is your annual household income? *

Mark only one oval.

- ◯ Less than $25,000
- ◯ $25,000 - $50,000
- ◯ $50,000 - $100,000
- ◯ $100,000 - $200,000
- ◯ More than $200,000
- ◯ Prefer not to say

29. What is your age? *

Mark only one oval.

- ◯ Under 18
- ◯ 18-25
- ◯ 26-49
- ◯ 50-65
- ◯ Over 65
- ◯ Prefer not to say

APPENDIX B: Interview Guides

Lamoille Restorative Center Equity Audit
STAFF & VOLUNTEER Interview Guide

Part 1: Internal Assessment (Culture & Readiness)

1. What is it like to work/volunteer at LRC?
    a. What gives you a sense of belonging or connection with LRC? What causes you to feel like you don't belong?
    b. How would you describe the organization's decision-making process? Do you feel you have a meaningful voice in decisions that impact you?
2. How would you describe the readiness of LRC to undertake work to create a more equitable and racially just organization? [In answering, think about how prepared or skillful are the staff and board.]
    a. How prepared are staff/volunteers/board members to have conversations about race, racism and equity?
    b. How skillful is the staff/volunteers/board when working with people from a variety of racial and ethnic backgrounds? What has gone well? What has been challenging?

Part 2: LRC Work & Operations

1. Share examples of times when LRC has been successful either centering the voices of marginalized communities in their work, or has successfully addressed the needs, hopes and concerns of marginalized communities.
2. Share an example of a time when LRC may have caused harm to marginalized communities or organizations that serve marginalized communities.
3. Share an example of a time when LRC intentionally incorporated an equity lens into their work.
4. Share an example of a time when LRC has worked effectively with a partner organization to create equitable outcomes.

Part 3: Closing Comments & Recommendations

1. If you could change one thing to improve LRC's ability to plan in a way that leads to racial equity, and better outcomes for all marginalized clients, what would you change?
2. In your view, why is anti-racism and equity work important for the future of the organization? If you don't think this work is important for the future of LRC, why not?
3. What else do you want organizational leaders and REG/R&J committee to consider regarding the organization becoming more equitable, inclusive and anti-racist?

Lamoille Restorative Center Equity Audit
BOARD Interview Guide

Part 1: Internal Assessment (Culture & Readiness)

1. What is it like to serve on the board? What gives you a sense of belonging or connection with LRC? What causes you to feel like you don't belong?
2. How would you describe the organization's decision-making process? Do you feel you have a meaningful voice in decisions that impact you?
3. How would you describe the readiness of LRC to undertake work to create a more equitable and racially just organization? [In answering, think about how prepared or skillful are the staff and board.]
    a. How prepared are staff/board members to have conversations about race, racism and equity?
    b. How skillful is the staff/board when working with people from a variety of racial and ethnic backgrounds? What has gone well? What has been challenging?

Part 2: LRC Work & Operations

1. Share examples of times when the LRC has been successful either centering the voices of marginalized communities in their work, or has successfully addressed the needs, hopes and concerns of marginalized communities.
2. Share an example of a time when LRC may have caused harm to marginalized communities or organizations that serve marginalized communities.
3. Share an example of a time when LRC intentionally incorporated an equity lens into their work.
4. Share an example of a time when LRC has worked effectively with a partner organization to create equitable outcomes.

Part 3: Closing Comments & Recommendations

1. If you could change one thing to improve LRC's ability to plan in a way that leads to racial equity, and better outcomes for all marginalized clients, what would you change?
2. In your view, why is anti-racism and equity work important for the future of the organization? If you don't think this work is important for the future of LRC, why not?
3. Anything else you want to share?

Lamoille Restorative Center Equity Audit
PARTNER Interview Guide

Part 1: Partner efforts to work towards racial justice and equity

a. A year has passed since the murder of George Floyd. This event along with the disproportionate impacts of the pandemic on marginalized populations, led to a renewed sense of urgency among many people in our region to address racial injustice and inequities. When it comes to your organization, how are these concerns showing up (if at all)?
b. What is your experience working with and/or addressing the needs of marginalized communities?
    i. In what areas do you notice the biggest gaps or inequities? What is your sense of why these gaps exist?
    ii. In what ways do the existence of these gaps impact your organization's decision making about how to invest resources?
    iii. Please describe a time when you worked to ensure that BIPOC or other marginalized people had a meaningful voice in decisions that are being made. What went well? What was challenging?

Part 2: Experiences working with LRC related to equity work

1. In what ways, if at all, has your partnership with the LRC either *helped you* in your equity work with marginalized communities or *interfered* in your equity work with marginalized communities?
2. What opportunities or challenges do you see when you think about working together with the LRC to create equity and racial justice?
    a. If you haven't yet partnered with the LRC, how do you envision collaborating with the LRC in ways that would create equity and racial justice?

Part 3: Closing Comments & Recommendations

1. If you could change one thing to improve LRC's organization, or ability to plan [OR the way they plan] in a way that leads to racial equity, and better outcomes for all marginalized clients, what would you change?
2. Anything else?

Lamoille Restorative Center Equity Audit
FORMER PARTICIPANT Interview Guide

Part 1: Opening Conversation and General Environmental Impacts

1. A year has passed since the murder of George Floyd. This event along with the disproportionate impacts of the pandemic on marginalized populations, led to a renewed sense of urgency among many people in our region to address racial injustice and inequities. When it comes to your experiences in this time we are living in, how are these concerns showing up (if at all)?

Part 2: Experiences with LRC related to equity and inclusion

Inclusion & Belonging

1. What kinds of experiences made you feel like the identities you hold (cultural/ethnic/gender/LGBTQ+/disability/income status/family status) are seen and respected by LRC staff?
2. What experiences made you feel a lack of respect or understanding?
    a. How could LRC improve in this area?

Equity

1. As a participant, did you feel that the LRC made efforts to address the needs of participants from marginalized communities (Black, Brown, Low Income, etc.)?
2. As a participant of LRC programs, can you describe a time when you felt you had a meaningful voice in decisions that are being made?
    a. What went well?
    b. What was challenging?

Part 3: Closing Comments & Recommendations

1. Looking back at the LRC and reflecting on your experiences as a participant, what is one thing you would want to be the same (related to equity and inclusion) and what is one thing you hope would be different?
2. What else can LRC do to improve the way it provides services to participants?