



BIKE WORKS
BICYCLING • YOUTH • COMMUNITY • EDUCATION • ACCESS • ENVIRONMENT • SOCIAL JUSTICE

BIKE WORKS RACIAL EQUITY ACTION PLAN 2017-2020

WHY IS THIS IMPORTANT?

Bike Works started in 1996 in Southeast Seattle, the most diverse part of the city both then and now.

As an organization that continues to both reside in, and devote services to, the community here in SE Seattle we feel it is important to move beyond the simple solution of conversations about racism to take actions that will endeavor to address racial equity within our organization and in our community at large.

We acknowledge that there will continue to be an ongoing struggle in our society to undo institutional and structural racism. We want to do our best in the places we have the ability to make change. Our plan will continue to evolve as we take these actions and we are open to feedback from our stakeholders and the community.

Some of our youth leaders and staff recently visited the Smithsonian National Museum of African American History & Culture in Washington DC while attending the National Youth Bike Summit and found inspiration in these words:

"If the problem of the twentieth century was, in W.E.B. DuBois's famous words, 'the problem of the color line' then the problem of the twenty-first century is the problem of colorblindness, the refusal to acknowledge the causes and consequences of enduring racial stratification." Naomi Murakawa

"We are determined to work and fight until justice runs down like water and righteousness like a mighty stream" -Dr. Martin Luther King, Jr.

We will hold these words and this vision in our hearts and minds as we work on this plan and connect with other organizations trying to do similar work in the years ahead.

STAFF & OPERATIONS

1. Hire and Retain a Diverse Workforce

Metric desired at least 50% of all FT Bike Works staff are People of Color (POC)

Action Steps:

- a. Make sure job descriptions do not have unnecessary barriers;
- b. Create a robust list of where to post positions;
- c. Establish a solid list of POC partners to alert when we have positions open;
- d. Ensure we have a diverse candidate pool and all in-person interview candidates are diverse as possible;

- e. Value candidates who are POC and understand that lived experience is critical and a desired qualification for our positions;
- f. Create a positive and support environment at Bike Works by continuing to improve on our benefits, compensation, practices and policies in accordance with our staff development strategies and regular inquiries with staff for feedback.

2. Support POC groups that fit our mission

Metric desired- we support 3-5 POC centered community groups

Action Steps:

- a. Make a list of groups we know we want to support and research and seek out others;
- b. Determine what resources we have for support—money, time or space—that would be useful for these groups to have access to
- c. Approach POC-centered groups with an offer for support and continue to build and deepen the relationships with community groups;
- d. Find a way to quantify and communicate this work;
- e. Give staff paid volunteer time each year to support organizations led by communities of color;
- f. Support vendors, partners, and organizations of color with our business and with sponsorship.

3. Create a POC Task Force to create a Racial Equity focused program

Metric desired— create a program with a specific lens toward Racial Equity

Action Steps:

- a. Assemble POC group of 6-8 people;
- b. Pay this group a stipend for their work and honor their commitment to the organization and the task force process;
- c. Direct the committee, with the guidance and support of Programs Team leadership;
- d. Plan to start Task Force meetings in 2018— meet 4-5 times over the first half of the year for 2-hour sessions each;
- e. Create specific goals of what we are hoping to have the group accomplish and attempt to link to our Strategic Planning Goals (i.e. programming like Job Skills Training for 18-24 year-olds);
- f. Program implementation 2019-2020 with components of accountability to the task force as well as to the communities we serve;
- g. Assemble a Racial Equity Taskforce of Bike Works stakeholders to be part of the 2021-2025 Strategic Planning process

4. Participate in YDEKC Racial Equity Leaders Community of Practice and/or similar group NPARC, or Equity Matters if it is created as well as other Executive Director/ Non-Profit leader groups.

Metric desired – learn from others on this journey and get support for our ideas and projects

Action Steps:

- a. Executive Director and other LT staff participate as groups become available;
- b. Seek out others at organizations who are also in a Racial Equity Action Plan process.

5. Continue to offer ongoing training and Staff Development opportunities on Racial Equity, Structural Racism, and Cultural Competence

Metric desired- Keep everyone on the same page of our values and goals

Action Steps:

- a. Annually participate in trainings as a team;
- b. Offer ongoing training opportunities to the full team to take advantage of;
- c. Make a requirement that staff attend a set number of trainings;
- d. Incorporate antiracist principles into our youth and adult programming curriculum;
- e. Allow staff to pick trainings they are interested in with a certain amount of funds set aside for these opportunities.

BOARD & GOVERNANCE

1. Recruit and Retain Diverse Board Members

Metric desired—at least 33% of all Board members are People of Color. Matching the statistics of the city of Seattle with a stretch goal of 50% or higher

Action Steps:

- a. Use a similar recruitment list as the employee job openings to assure we get a diverse pool of people aware and interested in our board positions including racial affinity groups at companies and leadership programs;
- b. Use personal connections of Bike Works and Board Members to recruit new members;
- c. Assure there are do not have unnecessary barriers to involvement;
- d. When interviewing new board members make sure they understand and agree with Bike Works focus on social justice and racial equity;
- e. Add a component to the annual board survey exploring how we are doing on our racial equity work.

2. Continue to offer ongoing training and Board development opportunities on Racial Equity, Structural Racism, Diversity, and Cultural Competency.

Metric Desired: Keep everyone on the same page of our values and goals

Action Steps:

- a. Look to other non-profits and organizations who are creating Racial Equity Action Plans and talking about diversity on non-profit boards to learn more and grow as an organization;
- b. Offer training for the board annually on some aspect of these topics and send articles for edification and discussion.