



## Consortium Commitment to Action towards Racial Justice

### Unified Statement<sup>1</sup>

We stand in solidarity with those who seek justice and racial equity. Together with the undersigned entities, the Rochester Nonprofit Consortium<sup>2</sup> commits to **listen, learn, and act** to:

- *address* the policies and practices that influence racism, structural bias and inequity;
- *connect* to resources, organizations, and best practices to apply a race equity lens; and
- *build* capacity within our organizations and community to promote social and economic mobility and wellbeing for all residents.

Specifically and with intention, the **Consortium** will:

- Move to incorporate diverse voices and perspectives in all aspects of our work.
- Collaborate with local community groups such as Rochester for Justice, Rochester Branch NAACP, and others taking action towards racial justice and equity.
- Seek resources to provide training opportunities for entities to create cultures of equity and inclusion.
- Solicit and consolidate the undersigned entities perspectives into unified Consortium position statements to:
  - Effectively leverage collective scale and scope.
  - Encourage action among other nonprofit networks and organizations throughout the state.
  - Urge State leadership to take action with affected communities in ways such as permanently memorializing those who have lost their lives to racial injustice and police violence.
  - Advocate for specific legislative policy reforms.
- As elected, appointed, and community leaders, hold one another accountable to our commitments.

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<sup>1</sup> Examples of statements and actions include: [Campaign Zero](#), [APHSA](#), [IMAA](#), [Diversity Council and many others](#), [YMCA](#), [8cantwait](#)

<sup>2</sup> The Rochester Nonprofit Consortium is an informal affiliation of organizations in the Rochester area governed by a nine member executive committee (Consortium). The Consortium has played a central role in organizing a cross-sector community response to COVID-19 related to essential needs and financial stability. This includes: food security, non-food essential items, digital equity, volunteer opportunities, mental health awareness, and more.

- Provide trauma-informed [resources](#) to entities across sectors, acknowledge vicarious trauma, and ensure space to peacefully grieve and process the pain, anger, and sadness.

**We, the undersigned entities, endorse the above actions of the Consortium. Additionally, we commit to developing approaches within our purview to LISTEN, LEARN, and ACT ppl which may include the following:**

**-- LISTEN --**

- Observe and reflect on community memorials and vigils such as “[Remembering George Floyd: Virtual Community Vigil](#)”.
- Create space to listen to employees and volunteers of color about their experiences within the organizational culture and community.
- Listen to and read stories by people who have experienced covert or overt racial bias.
- Listen to and support requests from employees and volunteers to participate in racial justice work.

**--- LEARN ---**

- Read and share articles, books, and blogs about [racial equity](#).
- Conduct workplace assessments such as this [benchmarking tool](#) that assesses diversity, equity, and inclusive policies, practices, and culture.
- Review resources and toolkits such as the “[Diversity](#)” and “[Racial Justice](#)” toolkits on the Diversity Council’s site to identify opportunities for organizational change. Learn what requires board support and what can be changed by administrators.
- Schedule and participate in team training related to diversity, equity, and inclusion. Both Diversity Council and Intercultural Mutual Assistance Association offer trainings locally.
- Familiarize ourselves with racial justice policy advocacy such as through [Minnesota Department of Human Rights](#).
- Develop a dynamic and measurable equity plan for action.

**---- ACT ----**

- Be bold, transparent, and speak up: ground our messages in our organization’s mission and values.
- Support organizations doing racial justice work and those led by people of color including [businesses](#).
- Improve organizational practices to be grounded in equity such as recruiting, hiring, contracting, promotions, benefits, etc.
- Commit to working with the [Community Mobilization Resource Coalition](#) to diversify perspectives and increase diverse participation in community conversations and initiatives.
- Advocate as an organization or individual for changing legislative language such as regarding [use of deadly force](#).

- Support and collaborate with existing racial justice efforts as appropriate. Consider providing material support to peaceful protests, rallies, vigils and other events that elevate racial justice in the public consciousness. This could include promotional support, logistical assistance, or provision of critical safety supplies or guidance.
- Work together with local law enforcement on efforts to maintain and support peaceful protests and freedom of speech.
- Ensure space for individuals to participate in peaceful community protests, dialogues, meetings, and events to show support for the movement.
- Track progress on measures of organizational equity plans and report out publicly.
- Explore additional opportunities to incorporate into plans through sites such as [Campaign Zero](#).

**Signed by:**

Entity Name	Signed (Name, Position)	Entity Name	Signed (Name, Position)
<b>NAMI Southeast Minnesota</b>	Sean Kinsella, Executive Director	<b>Diversity Council</b>	Dee Sabol, Executive Director
<b>Adapta</b>	Kasi Haglund, Executive Director	<b>North Sky Health Consulting, LLC</b>	Brooke Carlson, President
<b>Zumbro Valley Health Center</b>	Beth Krehbiel, Chief Executive Officer	<b>Boys &amp; Girls Club of Rochester</b>	Chad Campbell, Chief Executive Officer
<b>Family Service Rochester</b>	Scott Maloney, Executive Director	<b>RNeighbors</b>	René Halasy, Executive Director
<b>Rochester Branch NAACP</b>	W.C. Jordan, President	<b>Workforce Development, Inc.</b>	Wanda Jensen, Acting Executive Director
<b>The Arc Minnesota</b>	Andrea Zuber, Chief Executive Officer Buff Hennessey, Regional Director	<b>Lotus Health Foundation</b>	Meiping Liu, Founder
<b>Intercultural Mutual Assistance Association (IMAA)</b>	Armin Budimlic, Executive Director	<b>Rochester Clinic</b>	Jengyu Lai, Chief Manager
<b>Rochester Area Family YMCA</b>	Virginia Kaczmarek, Executive Director	<b>Families First of Minnesota</b>	Jon Losness, Executive Director
<b>Red Drop Resources</b>	Kristina Wright-Peterson, Founder	<b>SE MN Area Agency on Aging</b>	Laurie Brownell, Executive Director
<b>Women’s Shelter Inc.</b>	Artyce Thomas, Executive Director	<b>Rochester Downtown Alliance</b>	Holly Masek, Executive Director
<b>Threshold Arts</b>	Naura Anderson, Founding Director	<b>Winona State University - Rochester</b>	Jeanine Gangeness, Ph.D., Assoc VP - Rochester
<b>Good Earth Village</b>	Dianna Parks, Executive Director	<b>Rochester Area Chamber of Commerce</b>	Kathleen Harrington, President

Entity Name	Signed (Name, Position)	Entity Name	Signed (Name, Position)
<b>Next Chapter Ministries</b>	Courtney Dugstad, Executive Director	<b>Damascus Way Re-entry Center</b>	Tierre A Webster, Executive Director
<b>Compassionate Rochester MN</b>	Cathy Ashton, Executive Director	<b>Bear Creek Services, Inc</b>	Linda J Driessen, Executive Director
<b>Listos Preschool and Childcare</b>	Christina Valdez, Executive Director	<b>Hope Fuse</b>	Manasseh Kambaki, President
<b>Destination Medical Center EDA</b>	Lisa Clarke, Executive Director	<b>Zumbro Valley Medical Society</b>	Beth Kangas, Executive Director
<b>City of Rochester</b>	Steve Rymer, City Administrator	<b>GRAUC</b>	Julie Nigon, Executive Director
<b>Rochester Area Foundation</b>	Jennifer Woodford, President	<b>OpenBeam.net</b>	Al Lun, Founder
<b>Cardinal of Minnesota, Ltd</b>	Jack Priggen, President	<b>Jeremiah Program</b>	JoMarie Morris, Executive Director Rochester-Southeast MN
<b>Sisters of Saint Francis</b>	Sr. Ramona Miller, President	<b>People of Hope, ELCA</b>	Rev. Dan Doering, Pastor
<b>Civic League Day Nursery</b>	Jackie Benoit-Petrich, Executive Director	<b>Three Rivers Community Action</b>	Jenny Larson, Executive Director
<b>Cradle 2 Career</b>	Julie Brock, Executive Director	<b>Channel One Food Bank</b>	Virginia Merritt, Executive Director
<b>United Way of Olmsted County</b>	Jerome Ferson, President	<b>Gamehaven Council, Boy Scouts of America</b>	Jason Dugan, Scout Executive
<b>The Reading Center</b>	Cindy Russell, Executive Director	<b>Community Food Response</b>	Wendy Sempf, Board President
<b>RTAAF</b>	Elizabeth Mangan, Executive Director	<b>Elder Network</b>	Greg Voss, Executive Director
<b>Mayo Clinic</b>	Gianrico Farrugia, M.D., President and CEO	<b>Spark</b>	Beth Sherden, Director
<b>Olmsted Medical Center</b>	James Hoffmann, D.O., President	<b>Rochester Public Library Foundation</b>	Brenda Kardock, Executive Director
<b>Association of Fundraising Professionals - Southern MN Chapter</b>	Mark Neville, President	<b>Society of St. Vincent de Paul - Winona Rochester District Council</b>	Tim Geisler, District Council President
<b>Rochester Area Economic Development, Inc.</b>	Ryan Nolander, President	<b>Rochester Public Library</b>	Erin Pagel, Board Chair

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Autism Society	Ellie Wilson, Executive Director	University of Minnesota - Rochester	Lori J. Carrell, Ph.D., Chancellor
Somalia American Social Service Association	Omar Nur, Executive Director		



