

RACIAL JUSTICE INDEX: AIDS UNITED'S QUALITATIVE RESULTS

PARTNERSHIPS

- I'm really not sure what "We ensure intellectual ownership for contributions made by community partners" looks like in practice. So this might be something we do. I'm just not sure.
- Unsure if our organization's policy and advocacy priorities directly calls out anti Black racism consistently or vocally enough.
- Confused as to the use of short, medium, and long term as prioritization metrics for our organization. Does "short term" mean that a) we are prioritizing it to make sure it is addressed over the next 6 months or b) we only care about the issue over the next 6 months? Similarly, does "long term" mean that a) it's an ongoing (12+ month) priority for our org, or b) we won't be addressing it for another 12 months or more? I answered the questions above using option a) as my interpretation.
- N/A
- If there is deliberate work being done in the action stages, it is not presented as such. My marks were connected with how visible it is across the organization.
- Right now, I think that the items in each question are at different points on the "readiness to change scale" depending on the department within the organization. While the program department has made steps towards addressing many of these items, I suspect the department is behind the policy department in making strategic plans to address these in future funding/programmatic opportunities.
- I answered unsure because not all of our site or resources are translated into spanish... I also wonder about other languages.
- I think that using the term "anti-Black racism" will give people pause. They may think that, for those who are not Black and may come from predominately White communities, the survey is just saying they are against black people. I think that for racial justice, it can't be only about those who are black and those who are white. Depending on where you live, the issue may be about inclusion of Asians, Hispanics, Native Americans, etc. Also, there is religious discrimination as well. In the past I have worked on disparities issues and this same question routinely - is it only about one race being discriminated against and is it only one race that discriminates?
- Improvement is needed in AU's ability to clearly and thoroughly articulate the historical and social context that explains racial disparities in HIV and clearly explain how the organization's approach addresses specific variables such that better outcomes are achieved.

- "I think we allocate resources and invest in partnerships to address anti-Black racism and oppression, however, I think this is done most comprehensively through individual programs or initiatives. I think we could benefit from having an overarching organizational strategy for how we will make this commitment & investment, so that it is integrated throughout our work and can be more of a long-term investment (e.g. shared understanding of what this looks like and strategies, ensuring we compensate partners for their time appropriately, making multi-year gen ops support grants vs. 1 year programmatic grants). I think there's also a need to have conversations around inclusive language and intellectual ownership to make sure that we have a shared understanding of what this means across the organization & can implement changes in as cohesive a way as possible."

EDUCATION AND AWARENESS

- "Re: We train staff on implicit bias and racial justice at all levels in our organization. I think we do this. But I don't think we do it well.
- And I don't think we do any training with our board at all on any topics, but maybe I'm wrong. "
- I've never heard of staff or board training on racial justice. If this does exist we need to discuss this more clearly to staff
- Would have liked an option for indicating that our org has engaged in actions in the past, but that I am not sure we have plans to do so in the future. For example, about 2 years ago AIDS United hosted a series of racial justice & implicit bias trainings for all staff, but I don't know of any similar plans in the works. Unsure what answer to categorize that under.
- It would be great if our organization provided continuous racial justice trainings for staff and board members and included racial justice as a framework incorporated in and through the work that we do.
- Again, some of these if they are happening at the organization are not explicitly communicated.
- Our org stands to grow in many of these areas. I suspect that, because we are so focused on "doing the work," we do not build in opportunities to reflect and continue learning about how to better orient one's self and one's org toward racial equity.
- It's good that community input is asked about in this. You may want to ask maybe how they are engaged in developing an education for the organization? It would be an open-ended question but could be helpful to see the depth of their engagement.
- "I think we've acknowledged the need to provide ongoing training to staff and board members but have not yet put it in action. I also think that we are intentional to engage community in our work but have opportunities to institutionalize this and routinize this so it

is a regular part of our operations. I also think we've had conversations around taking a more intersectional approach to our work (e.g. centering reproductive justice) - but have not yet been able to implement that focus intentionally organization-wide, outside specific programming."

WORKFORCE STRENGTHENING

- "Re: We promote a culture of mentorship for staff across all levels of our organization. As a leader of a department, I do this with my staff, but I'm not sure if other departments/teams are doing this. My sense is they do not. But I could be wrong.
- Re: We provide livable salaries/wages and incorporate wage equity in our strategic plan to engage in economic justice. I think the disparity between the highest paid and lowest paid staff is too great, but I do think we take wage equity very seriously. "
- Not sure what AU salaries look like across the board, but we could have more org conversations on salary transparency and a regular review of salaries in light of the economic situation, the workload and staff performance. The policy team's residency requirement requires staff to afford DC living, while other staff can live elsewhere in places that are a lot more affordable.
- I believe that AIDS United does provide livable wages to staff and that, generally, our salary levels are higher than most other national HIV orgs. With that being said, I don't believe there is anything in our strategic plan around wage equity or economic justice.
- Our org is in process on many of these items and can benefit from ensuring that planning takes place with this lens centered.
- When sending out this survey, "livable wage" should be defined. A livable wage in NYC will be different than WV. Having the numbers (average wage for each organizational level) would be helpful but I do understand that it could be hard for some organizations to get.

POLICIES AND PROCEDURES

- Not certain what processes are in place for promotions and how that connects with racial justice
- Given the AU's increased philosophical & programmatic adoption of harm reduction, and the disproportionate impact of the War on Drugs & its collateral consequences on Black, Indigenous, & other people of color, it's critical that we also internally adopt harm reduction-oriented policies supporting staff who currently or formerly use(d) drugs & efforts to reduce internal drug-related stigma as well as HIV-related stigma.
- This is something that I've been thinking about since arriving at AIDS United. I wanted to know if there are opportunities for other staff across teams to have input in the strategic planning process to help build out organization sustainability. Perhaps, more importantly, would be to create an Anti-Racism or Racial Index Subcommittee that can help prioritize

some of the things mentioned in this portion of the survey. It would be great if there's a clear protocol for promotion or assist in building that out; additionally, restructuring our programs by moving away from a program-based model to a portfolio-based model (within a program) could help provide better avenues for folks to be promoted. Likewise, I would love to see us push and apply for grants that are grounded in racial justice and human rights and reallocate to build out professional development endeavors for community-based organization leaders and help build their capacity.

- These areas need a lot of work at AIDS United
- Our org's practices address some of these things, though inconsistently.
- For many of these questions, I think leaders are considering equity, combating bias, etc. - but I don't have a sense of how much these practices are formalized in policies and procedures/how much there is a shared vision of how best to operationalize across different teams/departments.

DATA COLLECTION AND USE

- Throughout the survey, anywhere I've selected "unsure," I mean for that response to mean: To the best of my knowledge, we are not doing this currently, and I have not heard anyone talking about the need for doing this."
- data collection falls outside of my work and I haven't seen a lot of AU policy work on racial justice
- Data collection is inconsistent across programs, no current distinction made between race & ethnicity in data collection, no consistent & agreed upon definition of what constitutes an "organization of color"/what it means to be BIPOC-led, which presents challenges in effectively utilizing data to center racial justice
- I really only know that my programs evaluative components do or have sought to accomplish what is asked here. We are currently working with evaluators for the first time with POP and they are in fact all people living with HIV. My hope is this is occurring across agency but again I don't think it is or I don't know if it is.
- Again, I would suggest not using "anti-black". It would also be good to ask a question about how the organization ensures the validity of the data collected.