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SCHOOL OF APPLIED SOCIAL SCIENCES

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UNIVERSITY

National Initiative on Mixed-Income Communities

Dear <<First Name>>,

In June 2020 following the brutal murder of George Floyd, many leaders across diverse sectors shared powerful messages of solidarity in the struggle to end racism and oppression against Black and Brown people and to confront White supremacy and its degradation of our neighbors and neighborhoods. Those words were important. Sustained action, however, is even more important. It matters how we - individually and organizationally - turn those words into action and sustain that action until it leads to liberating transformation for all.

Efforts to confront White supremacy and work towards racial equity and racial justice continue to take place every day of the year. All of us are finding ways to continue to stay vigilant in our personal anti-racism growth, in our organizational changes, and in pressing for durable systems change.

Here at the [National Initiative of Mixed-Income Communities](#), our mission continues: "To promote urban equity and inclusion through impact research that achieves more effective and durable social change outcomes." We are on a journey to advance community and systems change strategies that build inclusion, equity and justice. We want to share with you the actions we've taken this past year and invite you to reflect on how you have followed through on the racial equity pledges you and your organization committed to last summer.

Organizational Change Efforts within the National Initiative of Mixed-Income Communities:

- Changed our approach to capitalizing Black and White in the almost 40 essays we edited and produced in the [What Works to Promote Inclusive](#).

[Equitable Mixed-Income Communities](#) after meaningful discussions with our team, influenced by [this compelling statement from the Center for the Study of Social Policy](#) and the leadership of [Race Forward](#).

- Discussed how White supremacy shows up at NIMC, our workplace, using the article [White Supremacy Culture](#) by Tema Okun as a guide.
- Discussed how Breonna Taylor's killing took place in the [context of a mixed-income neighborhood transformation](#) and the racist law enforcement practices surrounding urban redevelopment.
- White staff read, reflected, and discussed the insights in the book [Me and White Supremacy](#) by Layla Saad. This work led to changes in our operating culture and continued efforts to dismantle White Supremacy within ourselves.
- Elevated our consideration of the plight, oppression, racism and outlook faced by Indigenous peoples by reading work by Indigenous authors and adopting our Canadian colleagues' Land Acknowledgement practices.
- Assessed NIMC's current portfolio and created criteria and practices for assessing future work based on the impact of advancing racial equity and racial justice.

Community and Systems Change Efforts with Others:

- Publicly released a working version of the [HOPE SF Racial Equity and Reparations Guide](#) along with our colleagues with the HOPE SF initiative in San Francisco in October 2020, and conducted close to 80 discussions with local stakeholders to activate their deployment of a racial equity and reparations approach.
- Produced [Advancing Racial Equity in Housing and Community Development: An Anti-Racism Guide for Transformative Change](#) in partnership with [Grounded Solutions Network](#) with the goal of building capacity among people working across different geographies, professional disciplines, and scales.
- Produced [Advancing Racial Equity in Inclusionary Housing Programs: A Guide for Policy and Practice](#) in partnership with [Grounded Solutions Network](#) with the goal of enhancing racial equity approaches within inclusionary housing efforts.
- Launched the [Bending the Arc](#) podcast about inclusion, racial equity and racial justice in September 2020, which to date has featured 5 guests with more planned this year.
- Operationalized and guided everyday racial equity and racial justice vigilance with housing partners through advocacy for updated management practices, job descriptions, community building initiatives, and internal policies that impact the day-to-day lives of residents.
- Began a learning and evaluation design process with [Mercy Housing](#), one of the nation's largest affordable housing providers, intended to

strengthen resident engagement and promote racial equity.

- Launched a study in partnership with the [City of Cambridge](#), Massachusetts about resident experiences with bias in inclusionary housing.

This work is daunting, yet we embrace the critical imperative to maintain racial equity and racial justice vigilance each and every day. We thank you for your own commitment to remain steadfast in the fight for racial justice.

In solidarity,

The NIMC staff team:

Alex Curley

Amy Khare

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Debbie Wilber

Diane Shoemaker

Mark Joseph

Richard Rodems

Sherise McKinney

Taryn Gress



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