

Organizational Anti-Racism Plan

1. We are forming a staff committee to oversee anti-racism efforts and activities, including a representative from each of our five department areas and at least two POC. Among other things, this committee will:
 - Survey all employees re: attitudes about and experiences with racism, and any specific examples encountered at Cathedral Square.
 - Reach out specifically to all POC employees to identify any shortfalls they see in Cathedral Square policies, barriers that make it difficult for them to work and/or advance at Cathedral Square, professional-development/career-advancement opportunities and limitations, and steps Cathedral Square can take to reduce inequity and support upward mobility.
 - Schedule and coordinate anti-racism education for staff and for residents at each of our 26 housing communities.
 - Review employee policies re: hiring and promotions to root out any unintended bias or policies that make it more difficult for POC to apply and work for Cathedral Square.
 - Review employee handbook for same.
 - Review our recruitment strategies to ensure we are reaching out specifically to communities of color with job openings.
 - Review and strengthen our statement(s) pertaining to being a welcoming and inclusive organization.
 - Beef up our existing statement on all job descriptions requiring a commitment to diversity and anti-racism, and affirming that failure to adhere to these policies is grounds for dismissal.
 - Seek out the support of and recommendations from the Racial Justice Alliance in implementing these and other steps.
2. We are adding annual anti-racism and implicit bias training to our mandatory training schedule for all employees.
3. We are checking to ensure that a strong statement of inclusion and commitment to diversity and equal opportunity is on all our publications and digital venues.
4. As the administrative entity for the statewide SASH® (Support and Services at Home) program, we commit to working closely with the 22 housing organizations that operate SASH to establish program policies and protocols to promote racial and health equity, coordinate anti-racism and implicit-bias training for all SASH staff, and provide resources on our intranet site focused on anti-racism, social justice and health inequities.
5. We commit to implementing additional strategies and practices recommended by the Racial Justice Alliance to dismantle racism and ethnic oppression at all levels of our organization.

— July 14, 2020 —

Cathedral Square is a nonprofit, 501(c)3 organization and an equal-opportunity employer and housing provider. Since 1977, we have worked to create a better Vermont by providing affordable, service-enriched homes to older Vermonters and people with special needs. Our organization and our communities are welcoming and inclusive, embracing diversity in all its forms.