



Consortium Commitment to Action towards Racial Justice

Unified Statement¹

We stand in solidarity with those who seek justice and racial equity. Together with the undersigned entities, the Rochester Nonprofit Consortium² 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.

¹ Examples of statements and actions include: [Campaign Zero](#), [APHSA](#), [IMAA](#), [YMCA](#), [8cantwait](#)

² 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.
- Schedule and participate in team training related to diversity, equity, and inclusion. Intercultural Mutual Assistance Association offers 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)
NAMI Southeast Minnesota	Sean Kinsella, Executive Director	Samaritan Bethany Foundation	Dean Stenehjem, Foundation Leader
Adapta	Kasi Haglund, Executive Director	North Sky Health Consulting, LLC	Brooke Carlson, President
Zumbro Valley Health Center	Beth Krehbiel, Chief Executive Officer	Boys & Girls Club of Rochester	Chad Campbell, Chief Executive Officer
Family Service Rochester	Scott Maloney, Executive Director	RNeighbors	René Halasy, Executive Director
Rochester Branch NAACP	W.C. Jordan, President	Workforce Development, Inc.	Jinny Rietmann, Executive Director
The Arc Minnesota	Andrea Zuber, Chief Executive Officer Buff Hennessey, Regional Director	Lotus Health Foundation	Meiping Liu, Founder
Intercultural Mutual Assistance Association (IMAA)	Armin Budimlic, Executive Director	Rochester Clinic	Jengyu Lai, Chief Manager
Rochester Area Family YMCA	Virginia Kaczmarek, Executive Director	Families First of Minnesota	Jon Losness, Executive Director
Red Drop Resources	Kristina Wright-Peterson, Founder	SE MN Area Agency on Aging	Laurie Brownell, Executive Director
Women's Shelter Inc.	Artyce Thomas, Executive Director	Rochester Downtown Alliance	Holly Masek, Executive Director
Threshold Arts	Naura Anderson, Founding Director	Winona State University - Rochester	Jeanine Gangeness, Ph.D., Assoc VP - Rochester
Good Earth Village	Dianna Parks, Executive Director	Rochester Area Chamber of Commerce	Kathleen Harrington, President

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

