



**Key Performance Indicators for  
Inclusion and Equity  
Draft #3  
March 22, 2018**

**Key**  
 People = light orange  
 Practices = light green  
 Policies = light blue

Key Performance Indicator	2018-19 Measures of Success	2018-19 Strategies	2019-20 Measures of Success	2019-20 Strategies
<b>Do your own work</b>	Number of YDPs that complete PD in:  Anti-bias Cultural humility Trauma informed care  Number of YDPs who complete IAT (anti-bias assessment)	Self-assessment survey  Training dates  Talk about bias #LookBeyond pledge as cohort ACES and Resilience surveys for staff	Number of YDPs that complete PD in:  Anti-bias Cultural humility Trauma informed care  Number of YDPs who complete IAT (anti-bias assessment)	Tracking – help with turnover and retention  Use Form B to self-identify and set sights for year  Build anti-racism funding into budget
<b>KYD Network as anti-racist organization</b>	KYD Network will improve on selected items in the anti-racist organizational benchmark assessment  KYD Network makes public proclamation regarding its inclusion and equity beliefs  KYD Network spends \$xxx with businesses owned by persons of color	Create document with known businesses owned by persons of color  Prioritize anti-racist awareness of effort on continuous process	KYD Network will progress to stage 4 on anti-racist organizational continuum  KYD Network spends \$xxx with businesses owned by persons of color	Use document with known businesses owned by persons of color  Prioritize anti-racist awareness of effort on continuous process



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<p><b>Cohort members as anti-racist organizations</b></p>	<p>75% of cohort members will improve on selected items in the anti-racist organizational benchmark assessment</p> <p>75% of cohort members makes public proclamation regarding its inclusion and equity beliefs</p> <p>Cohort members spends \$xxx with businesses owned by persons of color</p> <p>100% of cohort members take the anti-racist benchmark assessment</p>	<p>Attend more cultural humility, anti-bias trainings, racial healing circles</p> <p>Prioritize anti-racist awareness of effort on continuous process</p> <p>Design and use public proclamation</p> <p>Point person from each organization present at meetings and responsible for sharing</p> <p>Distribute and use benchmark assessment</p>	<p>75% of cohort members will progress to stage 4 on anti-racist organizational continuum</p> <p>Cohort members spends \$xxx with businesses owned by persons of color</p> <p>25% of youth take anti-racist assessment</p>	<p>Attend more cultural humility trainings</p> <p>Prioritize anti-racist awareness of effort on continuous process</p> <p>Point person from each organization present at meetings and responsible for sharing</p>
<p><b>KYD Network will provide a full array of PD offerings for cohort members to improve their skills</b></p>	<p>Further training for cohort/YDP's that include cultural humility, ERACCE, and other I and E community trainings</p> <p>Reduce adultism in OST</p>	<p>Create menu of applicable PD offerings.</p> <p>Track participation in these trainings for each cohort member</p> <p>Develop hiring and trainings around intensive training on SEL/cultural humility, inclusion and equity</p>	<p>Maintain increased or increase I and E PD's</p> <p>Increase number of organizations and YDP's that attend I and E PD's</p> <p>50% of cohort directors have been through ERACCE one day training</p>	<p>Create menu of applicable PD offerings.</p> <p>Track participation in these trainings for each cohort member</p> <p>Broker deal with ERACCE for group rates</p> <p>Hiring and training requirements around intensive training on SEL/cultural humility, I/ E</p>
<p><b>Involving other organizations/ sectors</b></p>	<p>TRHT Racial healing circles at 50% of cohort members</p>	<p>Collaborate with KZCF so that TRHT healing circles can be offered to cohort members.</p>	<p>Engage KPS in TRHT or other anti-racist work</p> <p>Engage Law Enforcement</p>	<p>Two cohort members are trained in this process; reach out to them to facilitate circles. Include</p>



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		<p>Two cohort members are trained in this process; reach out to them to facilitate circles. Include circles in menu of PD for each year and summer</p> <p>Align with Truth, Racial Healing, and Transformation Initiative</p>	<p>TRHT Racial healing circles at 75% of cohort members</p>	<p>circles in menu of PD for each year and summer</p> <p>Align with Truth, Racial Healing, and Transformation Initiative</p> <p>Align with ERACCE</p>
<b>Accurate management representation</b>	Track diversity of staff among the OST programs		<p>More youth &amp; families of cohort member boards</p> <p>Each OST program has diverse staff that matches diversity youth demographics</p>	
<b>Staff retention</b>	Create system to track cohort turnover	<p>Increase trauma work to avoid toxic stress and help with retention</p> <p>Advocacy to help with retention</p> <p>Foster individual YDP skill sets &amp; training planning (choice and purpose)</p>	Decrease staff turn-over	<p>Increase trauma work to avoid toxic stress and help with retention</p> <p>Advocacy to help with retention</p> <p>Increase professionalism of YDPs</p>
<b>Effective and complete cohort survey</b>	Change current cohort survey to add more tracking items	Make sure cohort members complete annual survey		



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<b>Family/youth engagement, voice</b>	<p>Track Action Fridays to figure out how many family members of youth are attending</p> <p>Increase family engagement</p> <p>More youth and family members on cohort member board of directors</p>	<p>Organization accessibility to youth &amp; families</p> <p>Modeling language standards for YDPs</p> <p>Commit ___ # of accessible Action Fridays to families &amp; youth (timing, location, etc.)</p> <p>How-to guide for reserving 1 board spot for a family member or student</p>	<p>More youth and family members on cohort member board of directors</p> <p>Recruit and increase number of families and youth attending Action Friday's</p> <p>Increase knowledge about inclusionary family engagement</p>	<p>Commit ___ # of accessible Action Fridays to families &amp; youth (timing, location, etc.)</p> <p>Organizations use how-to guide for inclusive board recruitment</p> <p>Action Friday accessible to parents and youth</p>
<b>Intersectionality</b>	<p>Cohort members make sure LGBTQ+ community (and all forms of oppression) is not lost through policy statements</p> <p>25% of cohort members label "Brave Spaces"</p>	<p>More "Brave Space" trainings</p> <p>Add continuum to Form B (inclusion and equity, LBGTQIA)</p> <p>Have conversations about mental health stigma</p>	<p>Cohort members make sure LGBTQ+ community (and all forms of oppression) is not lost through hiring process</p> <p>50% of cohort members label "Brave Spaces"</p>	<p>More "Brave Space" trainings</p> <p>Have conversations about mental health stigma</p>
<b>Pay equity will be achieved in cohort in five years</b>	<p>Create system to track cohort wages.</p> <p>Establish ranges for each position (YDP, sit coordinator, Director, ED)</p>	<p>Talk about issues, burn-out, work-life balance at staff meetings</p> <p>Historical trauma and how it impacts our youth</p> <p>More conversation about fair pay</p>	<p>Decrease OST wage disparities</p> <p>Discuss results of staff wages tracking. Make a plan- action steps</p> <p>Increase equitable pay to invest and scaffold leaders</p>	<p>Talk about issues, burn-out, work-life balance at staff meetings</p> <p>Historical trauma and how it impacts our youth</p> <p>More conversation about fair pay</p>



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