



# MSJC

## Marianist Social Justice Collaborative

A VOICE OF THE MARIANIST FAMILY ON SOCIAL JUSTICE

# Our Race Equity Plan

## A Little Background

Over the past year, the Marianist Social Justice Collaborative (MSJC) has engaged more than 300 members of our community—volunteers, leaders, partners, and participants—in surveys, focus groups, and conversations as part of an Organizational Race Equity Assessment, with support from Just Roots Consulting. We are deeply grateful for the honesty, vulnerability, and wisdom shared throughout this process, and are proud to share the resulting *Race Equity Report & Recommendations*,<sup>[1]</sup> which offers a candid reflection of our community's experiences and a roadmap for growth. This Race Equity Plan is a direct response to the collective input and wisdom of our MSJC community and serves as a guide for our ongoing commitment to becoming a more antiracist organization over the next six years. Our focus is on seven core priorities with aligned outcomes and tasks.

Rooted in the Gospel, our Marianist charism, and Catholic Social Teaching, we believe this work is essential to our call to build inclusive, justice-centered community. To better understand the foundation of this commitment, we invite you to read our *Why is MSJC Committed to Antiracism?* statement.<sup>[2]</sup> This Race Equity Plan is a living document, meaning it will continue to evolve as we learn and grow together. Many priorities will move forward simultaneously at a pace that reflects MSJC's capacity as a largely volunteer-driven organization. We are sharing this abridged version as an accessible overview of our commitments, and we invite those interested to explore the full plan tracker—including detailed outcomes, timelines, and progress updates—here: *MSJC 6 Year Race Equity Plan Tracker*.<sup>[3]</sup> We invite all members of the MSJC community to engage this plan with openness, action, and hope.

# Overview of Priorities

Priority	Title	Goal	Example Strategies
#1	<b><i>Develop and Implement the MSJC Race Equity Plan</i></b>	Create and implement a race equity framework that guides all aspects of MSJC's operations, programming, and culture	<ul style="list-style-type: none"><li>• Foster an implementation dialogue with each Justice Team.</li><li>• Host biannual open check-ins to assess progress.</li><li>• Publish Race Equity Impact Report after 4 years, evaluating outcomes and next steps.</li></ul>
#2	<b><i>Update Policies, Practices, and Core Documents</i></b>	Institutionalize antiracist values through MSJC's policies, practices, and onboarding systems.	<ul style="list-style-type: none"><li>• Draft antiracism and anti-harassment policies, and create complaint protocol.</li><li>• Gather all antiracism materials into an easily accessible resource library.</li><li>• Publish internal "Antiracism Guidelines &amp; Best Practices" resource for all Justice Teams.</li></ul>
#3	<b><i>Formation and Spiritual Integration</i></b>	Root antiracism and equity in Marianist spirituality, connecting faith, community, and justice.	<ul style="list-style-type: none"><li>• Host 1 annual formation session for MSJC volunteers and the wider Marianist Family.</li><li>• Develop curriculum integrating the Marianist charism and antiracism.</li><li>• Evaluate formation outcomes via surveys and reflection circles.</li></ul>
#4	<b><i>Communication and Transparency</i></b>	Foster open, regular, and antiracist communication about MSJC's race equity work.	<ul style="list-style-type: none"><li>• Add quarterly race equity plan updates to Justice Jottings and website.</li><li>• Collect and normalize using non-European depictions and culturally diverse spiritual art.</li><li>• Compile and publish resource: "Our Antiracism Journey So Far."</li></ul>

Priority	Title	Goal	Example Strategies
#5	<b>Leadership and Access</b>	Ensure equitable access to leadership, development, and mentorship for BIPOC and marginalized members.	<ul style="list-style-type: none"> <li>• Provide professional development stipends for BIPOC staff/volunteers.</li> <li>• Launch paid internship program for undergrad/graduate students of color.</li> <li>• Audit leadership demographics and development access.</li> </ul>
#6	<b>Race Equity Training &amp; Culture Change</b>	Normalize ongoing, multi-level race equity education for all MSJC stakeholders.	<ul style="list-style-type: none"> <li>• Introduce tools for white MSJC and larger Marianist Family members to examine, challenge, and change socialization.</li> <li>• Partner with Just Roots Consulting for annual foundational antiracist trainings.</li> <li>• Facilitate healing and solidarity circles across MSJC/Marianist Family.</li> </ul>
#7	<b>Local Hubs, Programming, and Organizational Culture</b>	Decentralize power, build regional equity, and ensure programming reflects antiracist commitments.	<ul style="list-style-type: none"> <li>• Audit event diversity across MSJC and create equity-based event planning checklist.</li> <li>• Identify 3 pilot local hubs outside Midwest for regional convening.</li> <li>• Host semi-annual local hub gatherings with focus on local community and grassroots organizing.</li> </ul>

**Racial conversion is a radical experience of personal and social redefinition. It is both the outcome of an experience of “transformative love” and that which makes such love possible.**

**– Fr. Bryan N. Massingale, from *Racial Justice and the Catholic Church***

# What's Next?

This Race Equity Plan marks an important step, but it is only the beginning of an ongoing journey. In the months and years ahead, MSJC will begin implementing these priorities across our programs, leadership structures, and community life, while continuing to listen, learn, and adapt along the way. This work will include ongoing opportunities for learning, reflection, and shared responsibility, with regular communication from MSJC about progress and areas for growth.

We invite those who feel called to take a more active role to consider volunteering with our Antiracism Task Force, helping to guide and support this work across MSJC and the larger Marianist Family. If you have questions, ideas, or would like support in engaging this work, please reach out to us at [info@marianistsjc.net](mailto:info@marianistsjc.net).



## Resources

**[1] *Race Equity Report & Recommendations:***

[https://drive.google.com/file/d/1YKNTRNO7\\_1hWHO\\_fkD4k9fAlgs82QG/view](https://drive.google.com/file/d/1YKNTRNO7_1hWHO_fkD4k9fAlgs82QG/view)

**[2] *Why is MSJC Committed to Antiracism?:***

<https://files.constantcontact.com/bbbab666001/f522bcfd-6124-42ec-8a96-0b7b5a09d1f0.pdf>

**[3] *MSJC 6 Year Race Equity Plan Tracker:***

<https://docs.google.com/document/d/1wgkiH66ucaecEU7c3oZXZgHWTZcfUXWpOXqOleQMUMQ/edit?usp=sharing>