

## Memorandum of Understanding

The COVID-19 pandemic and its disparate health and economic impact on Black and Brown communities have brutally exposed the full breadth of widespread structural racism and public opinion has swung heavily in favor of meaningful change. According to recent polling conducted by JUST Capital, roughly 75–85 percent of Americans strongly believe that businesses and organizations should not only be publicly condemning structural racism, racial injustice, and police violence, but that they should be taking concrete steps to create a more equitable future going forward.

The cascade of **Resolutions Declaring Racism is a Public Health Crisis** and **Statements of Support** for Black and Brown lives that have poured forth from corporations, non-profit organizations and institutions since May 2020 is a necessary but insufficient step toward progress.

This Memorandum of Understanding is calling on Lorain County Racial Equity Center Partners in Lorain County to be greater than our statements.

### Purpose

Further, it is entered into between the LCREC of the Elyria YWCA, hereafter referred to as the LCREC, for the purpose to 1.) formalize the relationship between **LCREC and \_\_\_\_\_**. 2.) Identify partnership objectives. 3.) Define the duration of the partnership. 4.) Provide for modification and /or termination of the partnership.

### Mutual Commitments

The MOU requires action in three key areas:

- 1) Inside your organization: Race and economics are inextricably linked. Corporate and non-profit leadership must both design antiracist policies that create racial equity through workplace policies, and simultaneously look at existing practices (i.e., wages and other internal policies) that may be disproportionately impacting Black and Brown stakeholders and communities.
- 2) Within the communities where your business is located and conducts business: Structural and institutional racism is deeply embedded in the ways cities, neighborhoods, and communities are organized, forcing many people of color into segregated communities that are isolated from opportunities and access to infrastructure like quality transportation, housing, health care, and education. A **key predictor** of life outcomes and access to opportunity is the ZIP code in which one lives.

3) At the broader societal level: Businesses and organizations have the potential to significantly influence racial justice by redesigning their “business-as-usual” practices and policies. While some of these actions may open businesses up to new, expanded markets of color, others may require companies and organizations to reevaluate their priorities and even their core business assumptions. As CEOs / ED’s increasingly are seen as civic representatives, and as the public increasingly demands that they take a stance on critical societal issues. Racial equity can be advanced by using your corporate and leadership voice to serve as an ally, educate consumers, and inspire action.

**The Partners will:**

- 1.) Collaborate with LCREC on programs promoting anti- racism, peace, diversity, equity and inclusion.
- 2.) Advocate, enhance and expand the scope and reach of the LCREC in the broader community.
- 3.) Commit to policies and practices that are actively anti-racist, not merely “not racist”
- 4.) Collaborate with LCREC to provide ongoing racial implicit bias training to their board, leadership, and employees.

**The LCREC will:**

- 1.) Advocate for and work to end institutional and systemic racism and racial injustice.
- 2.) Align with local government, business, non-profit organizations and communities of color, to improve outcomes within Black and Brown communities.
- 3.) Retain qualified administrative and support staff for LCREC operations and trainings.
- 4.) Monitor the progress of the LCREC Strategic Plan recommendations; utilize, collect and publicly share data on progress/setbacks with the community.

**Duration / Termination**

This agreement will be of continuing duration until December 31, 2023 and may be terminated upon 30 days’ written notice to the other party. This agreement may also be terminated in one of two ways: agreement by both parties; by either party in the event it is unlawful in any manner by continuation of the agreement. After December 31, 2023 the agreement will be reviewed annually.

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Partner Signature

Date

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YWCA Executive Director

Date

