

# MC TEAM

OUR EQUITY JOURNEY

mission<sup>x</sup>  
CAPITAL

# OUR PATH TO RACE EQUITY

In 2019, Mission Capital ratified a new mission *to equip and connect mission driven leaders, organizations, and networks working to advance equity and opportunity.*

Since then we have been in the throes of exploring the deep, personal work of racial identity and lived experience among our own board and staff, as well as what it means to adopt an intentional racial equity lens to our work. In full transparency, the work has been slow but transformative.

We understand that we have much work to do to create internal change while we strive to contribute to systemic change. To date, we've made several efforts to ensure we're holding ourselves accountable to learn and fully embrace what it means to do racial equity work.

We have attended Beyond Diversity, read White Fragility & had discussion in Affinity Groups. We've created a common language and developed group norms to create a Brave Space to have ongoing dialogues about race, racism and white supremacy culture.

We realize our position as a gatekeeper and influencer, and we seek to leverage our positional power and relationships to proactively serve everyone with humility and respect. We know we have a responsibility to evaluate our impact and recognize that without consideration of equity, we risk advancing inequitable solutions in the communities we serve.

## WE ARE CHANGING OUR CULTURE

Central to our theory of change, is to be constantly doing the work of identifying how bias and white supremacy culture show up in ourselves as individuals and as a collective.

Until we change ourselves, we only risk reinforcing existing inequities. Key to our approach is a belief that this work cannot be done in isolation. We must work together, in relationship with each other. To be in relationship, we must be able to have difficult conversations and experiences. This is why we focus on self-regulation and building racial stamina.

We also know that we cannot train our way to race equity and equitable outcomes. We must work collectively together, to change our processes, policies and external programming. This work is not linear and is a life-long journey. A journey with growth, transformative change, highs and lows, and twists and turns.

We are currently rebuilding our culture and organization, so we are raising staff voices, being more inclusive of all staff in decision making and assessing how hierarchy and positional power influence our culture. We want to create a place where all our staff feel they belong and have influence at Mission Capital.

# WE ARE BUILDING A PLACE WHERE WE ALL BELONG

We envision a Mission Capital where equity is at the heart of everything we do. Where we are one team and equity is threaded throughout everything we do. Our hope is to create a Mission Capital where our staff are empowered, come first, and where everyone feels seen and heard.

This house is our vision and where we hope to be. We aren't there yet but we are working together to accomplish this vision. We are building a new culture, where transformation will be more of a constant rather than a temporary or fixed state. This is an ongoing journey both for us as individuals and for our organization. As the world changes around us and we change as individuals and collectively, we will build new insights and knowledge together that will help fuel our evolution, moving toward our ultimate goals of equity and inclusion.



## HOW WE WORK COLLECTIVELY

We know that in order to change our culture and center race equity in everything we do, this also means we have to do our work differently. We do more work collectively than we ever have before. Projects, initiatives and decision making may take longer but this is necessary to be more inclusive.

This also means that we have to build trust and connect with each other more intentionally. Sometimes that means our activities together have no other goal than creating connection. Our staff meetings and learning times are interactive with staff sharing stories and having discussion in breakouts. This also means we are more vulnerable with each other as we build both relationships and community. We also schedule collective race equity sessions where we work on building our MC house together. We continue to meet in our affinity groups both separately and jointly to continue our race equity journey and be accountable to each other. We also build intentional spaces, such as learning circles, for peer learning, feedback, curious questions, capacity building, and challenging each other in our own knowledge and development.

At the core of our change work, is a belief that we must learn together to achieve our goals and that our differences are a key asset to our personal and organizational change. The friction of bumping up against each other and influencing each other is vital to seeding change and growth. Sometimes this bumping creates conflict, which is a part of the growth process.

## YOUR JOURNEY AT MISSION CAPITAL

We recognize everyone is on their own journey and as a new staff member we want you to feel like your voice is lifted and you are able to be part of this community that is yours also, from day one. Your new employee onboarding will include all of the human resources pieces, but it will also include relationship and community building with other MC staff. You'll be connected to different staff to build relationships, to learn about our foundational work and group norms, participate in workshops and affinity groups. It is important for you to understand that race equity for us is not an "extra" initiative but threaded into our work and core to our mission.