

2021 Mally Grant Final Report: NewBridge Madison

In April of 2021 NewBridge Madison received \$1,001.77 through the Mally Fund Grant to provide staff training that will help us work toward becoming a more inclusive workplace and anti-racist organization. The training would help NewBridge Madison staff be more effective in our work with all older adults and provide more direction as we strive to increase diversity within our organization. The Mally funds helped off-set the full cost of the six session training series.

NewBridge Madison contracted with the nINA Collective, a locally based organization, to provide our staff a **Collective Co-Learning Series** to help us chart the direction for our transformational work towards becoming a more inclusive workplace and anti-racist organization. The Mally Grant helped pay for this educational training provided to our staff.

The six-session **Collective Co-Learning Series** was a combination of co-learning, team-building, and vision-setting. Here is a brief description of the sessions.

- **Co-create:** In sessions one and two of this series, staff co-created shared values and a group agreement for racial equity. Staff developed a shared understanding of foundational concepts for the work we will be doing together to support organizational transformation.
- **Decolonize:** The third session focused on the history of colonization, the invention of race, and white supremacy in the U.S. Staff began to understand how this foundational context has resulted in the racial disparities and institutionalized racial injustice that is still present in the country today.
- **Deconstruct:** In the fourth and fifth sessions of the series, staff explored the concept of white supremacy culture and how it influenced the workplace. In the fifth session, staff learned antidotes of white supremacy culture and practices that support leading for racial equity and transformational change.
- **Collaborate:** In the final session, we learned about collaborative tools and strategies that could be implement to sustain racial equity commitments and values as determined by our organization. We also learned about communication strategies and messaging, and tools to support transparency and collaborative accountability.

Staff feedback on the training was positive. A safe environment was created where staff could express themselves without feeling judged. There was plenty of personal sharing, self-reflection and discussion about how growing up in different environments/ generations has influenced each person's cultural lens.

The next step of our transformational work is for a core team of staff and management to apply what was learned from the **Collective Co-Learning Series**, along with the results of a staff/board/community partners evaluation, to develop and begin implementation of an action plan. The plan will focus on evaluating diversity, equity and

inclusion in each of the services/programs we provide. We will also evaluate and adapt agency policies and procedures, and hiring and retention practices. The core team will begin work on the action plan in 2022.

NewBridge greatly appreciates the 2021 Mally grant funding and your continued support of the Dane County Senior Focal Points.