

White Women in Social Justice Affinity Group

Purpose Statement: *For white women to learn how to be anti-racist, practicing and modeling anti-racism in work and everyday interactions.*

Goals:

- **Goal 1:** *Within the 6-9 month Affinity Group pilot, participants will become well-versed in how interpersonal, institutional and structural racism negatively affects People of Color in the workplace and beyond, examining their own contributions to racial inequities*
- **Goal 2:** *At the end of the Affinity Pilot, participants will learn how to apply anti-racist practices to their work, identifying tools and developing a plan to fully integrate anti-racism into annual goals and outcomes*
- **Goal 3:** *After eighteen months of participation in the affinity group, participants will develop the ability to facilitate small group conversations on race alongside BIPOC staff members in order to build a race equity culture at Health Care for the Homeless*