2022 Annual Report Summary arc

WHAT DID WE LEARN FROM THE 2022 SURVEY ?

In 2022, the number of signatories rose from **71 to 82 organizations** committed to evaluating and working towards integrating anti-racist ideals and practices by evaluating 3 areas outlined by the <u>ARC Framework.</u> Take a look at some of our key findings !

Administration and Human Resources

- Most organizations do not collect and monitor race based data for staff, volunteers and board members.
- 6% reported collecting and analyzing promotion and retention trends among staff disaggregated by race in 2022 compared to only 3% at baseline.
- 37% of organizations collect data about other social identify factors beyond race regarding staff, volunteers and board members.
- 39% of respondents offer internal anti-racism and/or anti-oppression training to staff and/or volunteers.

Communications, Advocacy and Knowledge Management

- 45% of organizations allocated existing funds specifically for anti-racist communication, knowledge sharing activities or capacity strengthening, but only 9% received additional funding for those objectives.
- 61% of organizations have not undertaken an official audit in the past 24 months regarding the number of communications, fundraising, or stakeholder engagement materials produced.

Evaluation, Learning and Program Monitoring

- 37% of organizations explicitly include anti-racism and 82% mention other identities such as gender, ability, etc. in their policies and procedures.
- 35% of organizations supported capacity strengthening efforts of program partners in regards to anti-racism and anti-oppression in the past 12 months.
- 72% of respondents do not collect and analyze disaggregated race-related data.

Click <u>here</u> to read the sector's first baseline report on anti-racism!

RECOMMENDATIONS

1 Create a collaborative and intentional organizational anti-racism strategy

2 Invest human and financial resources to create inclusive, safe and sustainable work environments

3 Center the experiences of Black, Indigenous and peoples from historically disadvantaged communities in all work.

4 Measure, monitor and use qualitative and quantitative data to inform workplace structures, people and culture

5 Redefine communications and reporting strategies and outputs to reverse harmful dominant storytelling, framing and reporting that uphold and are key to racially biased and colonial architecture.