



The Council for Health &  
Human Service Ministries  

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United Church of Christ

# Leading with a Justice Informed Lens

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Claude Robinson, Stephanie Franklin, William Hall & Terri Wilkerson

*2020 CHHSM 82nd Annual Gathering: Justice and Grace –Together*

# UCAN Organizational Profile

- Established in 1869 as a Civil War orphanage
- Serves over 13,000 youth and families annually
- Primarily services Chicago area, but offers programming throughout Illinois
- Fiscally responsible organization with solid business practices
- Annual Budget: \$44.3M
- More than 700 staff at eight main sites
- Diverse and progressive Governing Board
- Accredited by the Council on Accreditation
- Member of the Council of Health & Human Services Ministries

# Crossing the River



# Rules

1. You have six minutes to plan and six minutes to cross.
2. No participant can **EXIT** the river until all participants are **IN** the river.
3. You can use anything you see to assist your crossing.
4. No body part or article of clothing can touch the river.
5. If a body part or article of clothing touches the river, all participants must exit and begin the crossing process again; taking all items for crossing with them. Time will not stop.
6. All items participants use to cross the rivers i.e. items not in original river must be removed with the last of participants exiting the river. River must be returned to its original state.

# Crossing the River-Debrief

What did we learn  
from this experience?

Engage

Educate

Empower

# Supplier Diversity: “The Sky is the Limit”

**Total Eligible Spend**  
**44%**

FY12 Diversity Total  
**\$1,747,277**  
(27.5% increase)

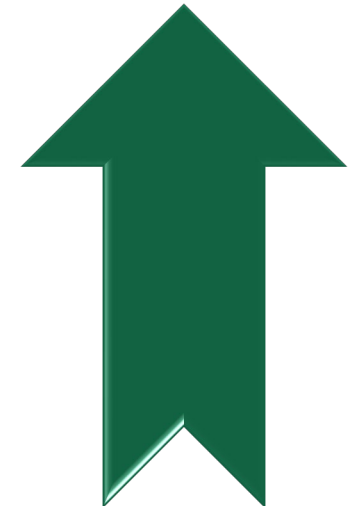
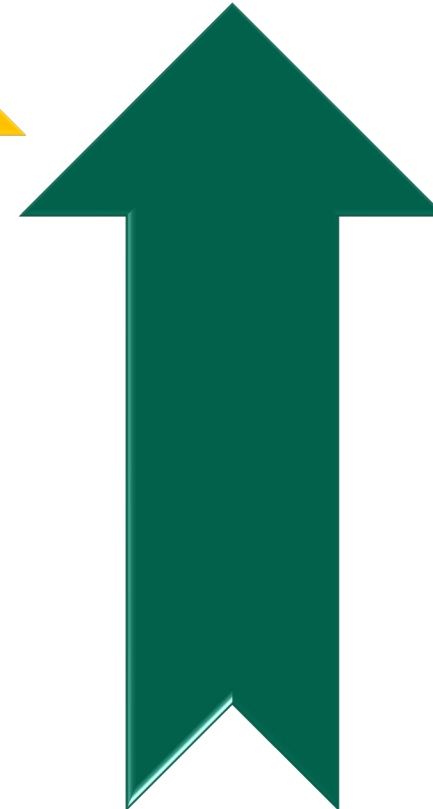
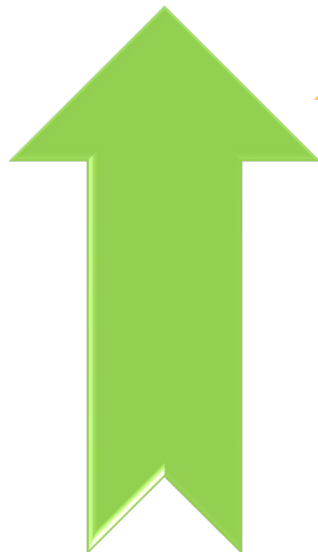
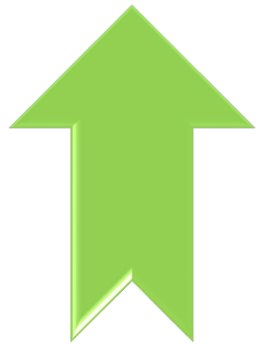
FY13 Diversity Total  
**\$2,300,937**  
(32% increase)

FY14 Diversity Total  
**\$2,769,360**  
(20% increase)

FY15 Diversity Total  
**\$12,056,934**  
(335.4% increase)

FY16 Diversity Total  
**\$10,335,116**  
(14.3% decrease)

FY17 Diversity Total  
**\$1,793,716**  
(-82.6% decrease)



# TOTAL DIVERSITY CONSTRUCTION SPEND



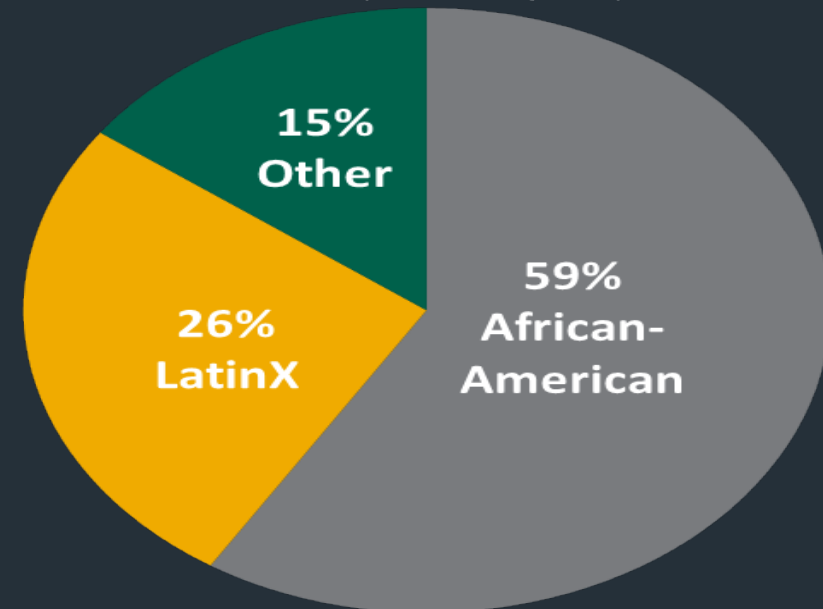
**Combined MBE/WBE:**

**\$22,392,050**

Minority Business Enterprise (MBE): 44.2%

Women Business Enterprise (WBE): 16.0%

## Diversity Category

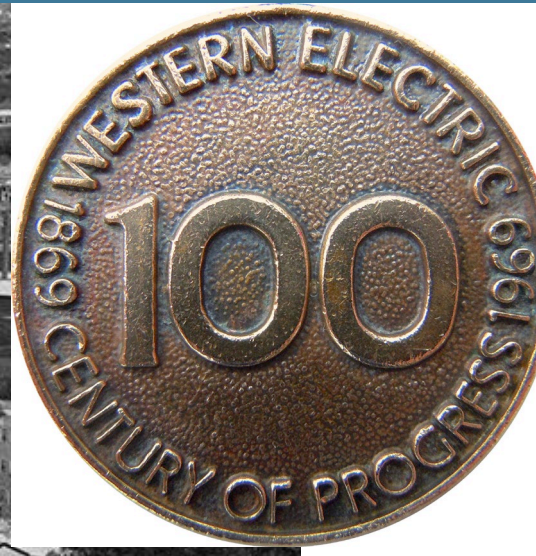




# 150 Years of North Lawndale



Dave's Hotdog



Rev. Jesse Jackson hurdles with Rev. Martin Luther King Jr. at Stone Temple Church, 3622 Douglass Blvd. in August of 1966



Sears, Roebuck & Company: Original Sears Tower

# Quality of Life Planning

The North Lawndale Community Coordinating Council created a Quality of Life Plan that is built on the assets that North Lawndale offers:

- North Lawndale is a culturally rich community; served as a base for the northern civil rights movement,
- 88.5% of population is Black/African American
- Racially discriminatory real estate practices in the past and disinvestment in the community has taken a negative toll
- Storefronts and homes have been demolished and abandoned

# Community Connection-Revitalization

Over 300 community stakeholders came together over the course of two years to address specific community issues; offered workshops and surveys to bring plan to life.

- Revitalization is ongoing in actionable steps, not a plan on a shelf
- 13 subcommittees: Affordable housing, home ownership, greening and open space, workforce development, transportation, arts and culture, health and wellness, public safety, youth education and recreation.
- Work continues and updates are provided for each strategy.

# Community Connection: Mapping

- Community Mapping is an ecological approach to supporting individuals within their communities and the communities as a whole
- You've heard of "shop local", it's the same concept, by using community resources and businesses, you ensure that they can maintain their funding and consistent presence in the community
- Even though some organizations are one stop shops, connection to community is vital through the lifespan, especially for young families and mature adults who can feel isolated

# Community Connection: Relationships

- Quality of life planning and community mapping are relational-partnerships are formed through genuine connection
- Trust in community partners and members helps to drill down on true barriers to accessing supports that enhance quality of life and target those gaps in service
- Consistent presence- showing up - at planning meetings, community events, advocacy opportunities
- Being a value added neighbor and community anchor

# Community Connection: UCAN

UCAN has opened its campus to the community through hiring, community events and hosting partner organizations to provide much needed resources to community residents.



North Lawndale Athletic Recreation Association (NLARA)



Community Outreach



Restorative Justice Court



2019 Youth Peace Summit



North Lawndale Community Coordinating Council

# LADDER UP

**COMMUNITY MAP**  
**Community Resources for Adults**

**Helpful Contact Information**

*Include name and phone number*

**Emergency Contact:**

Name:

Phone Number:

**Other Parent/Partner:**

Name:

Phone Number:

**Legal Support** (legal assistance, attorney):

Name:

Phone Number:

**Other:**

**Emergency Numbers**

**Substance Abuse Referral Service:**  
1-800-622-2255

**Illinois Domestic Violence Hotline:**  
1-877-863-6338

**Mental Health/Crisis Intervention Hotline:**  
1-800-248-7475

**Treatment Program/Support Group**

Name:

Address:

Phone Number:

Meeting Schedule:

**Medical Home**

Facility Name:

Facility Address:

Doctor Name:

Phone Number:



**Employment or Employment Training Program**

Name:

Address:

Job Title (if applicable):

Contact Person:

Phone Number:

Additional Information:

**Local Food Pantry**

Name:

Address:

Contact Person:

Phone Number:

**Spiritual Support**

Name:

Address:

Contact Person:

Phone Number:

**FAMILY/SUPPORT MEMBERS:**

**Counseling Services**

(Individual/Family Counseling, Substance Abuse, DV Services)

Name:

Address:

Contact Person:

Phone Number:



**Park and Recreation**

Name:

Address:

Contact Person:

Phone Number:

**Library**

Name:

Address:

Phone Number:

Website:

# UCAN's Employee Resource Groups

Alumni  
Involvement  
Council

2005

WOMEN  
AND CO.

2008

SP1RIT

2011

Emerge

2018

Pride  
ALLIANCE

2006

la VOZ

2008

ME  
MULTIETHNIC AFFINITY GROUP

2012

VFF  
VETERANS FAMILIES FRIENDS

2019



2007



2010

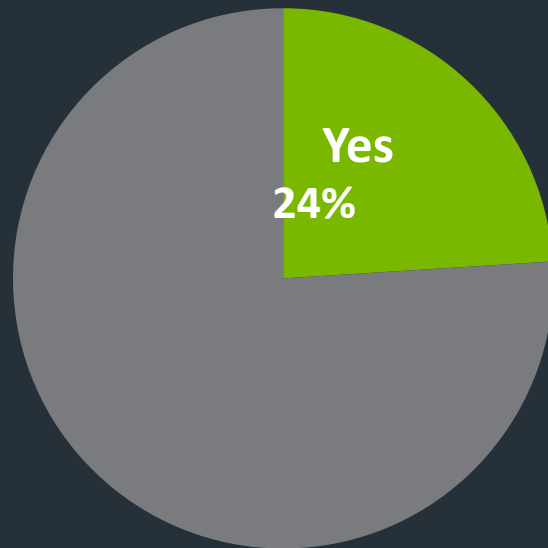


2012

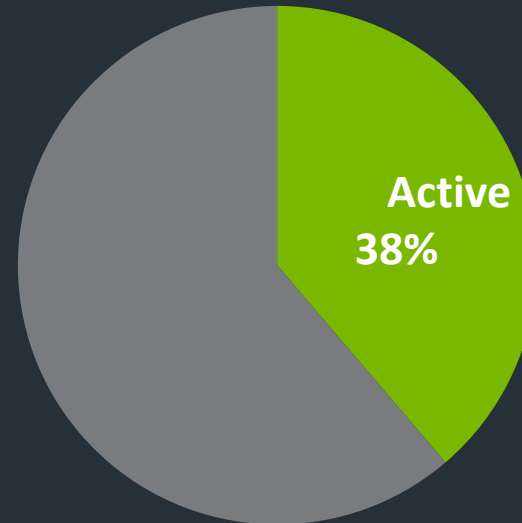


# FY'18 IMPACT AND ENGAGEMENT ON WORKFORCE

Staff Currently *Involved* in ERG

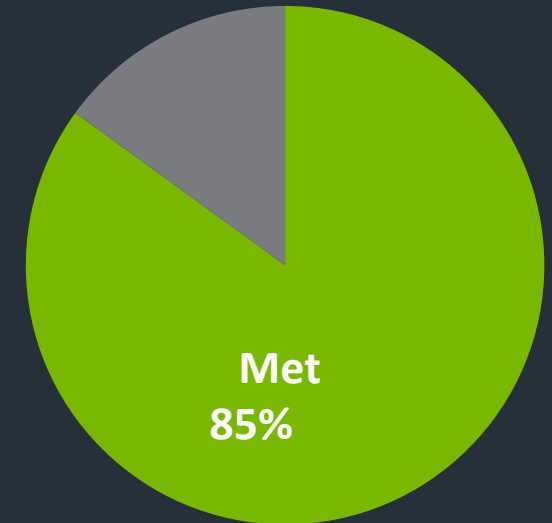


Staff *Active* in ERG



Up from 13% in 2017

ERG Goals Met



Up from 77% in 2017

**23**

Lunch and learns, workshops, and wellness events in 2019

Up from 15 in 2017



**45%**

of agency impacted

# FY19 ORGANIZATIONAL IMPACT

## INPUTS

- Employee Resource Groups (ERGs)
- Diversity, Equity, and Inclusion Committee
- Hired Diversity & Inclusion Coordinator
- DEI Consultations
- Enhanced External Partnerships
- Heightened Brand Awareness
- More Efficient Marketing and Communications

## OUTPUTS

- **78%** Completion on Year 2 implementation goals
- **45%** of workforce active on ERG/DEI committee or attended ERG event
- **90%** event satisfaction
- **85%** of attendees affirm events improve DEI competence
- **88%** of respondents affirm UCAN is attractive for employees of all backgrounds

## OUTCOMES

- Streamlined and robust professional development
- Growing ERG program with emergence of Veterans, Disability, and Asian Group
- More inclusive and collaborative work environment
- Increased Employee Engagement
- Higher-performing staff

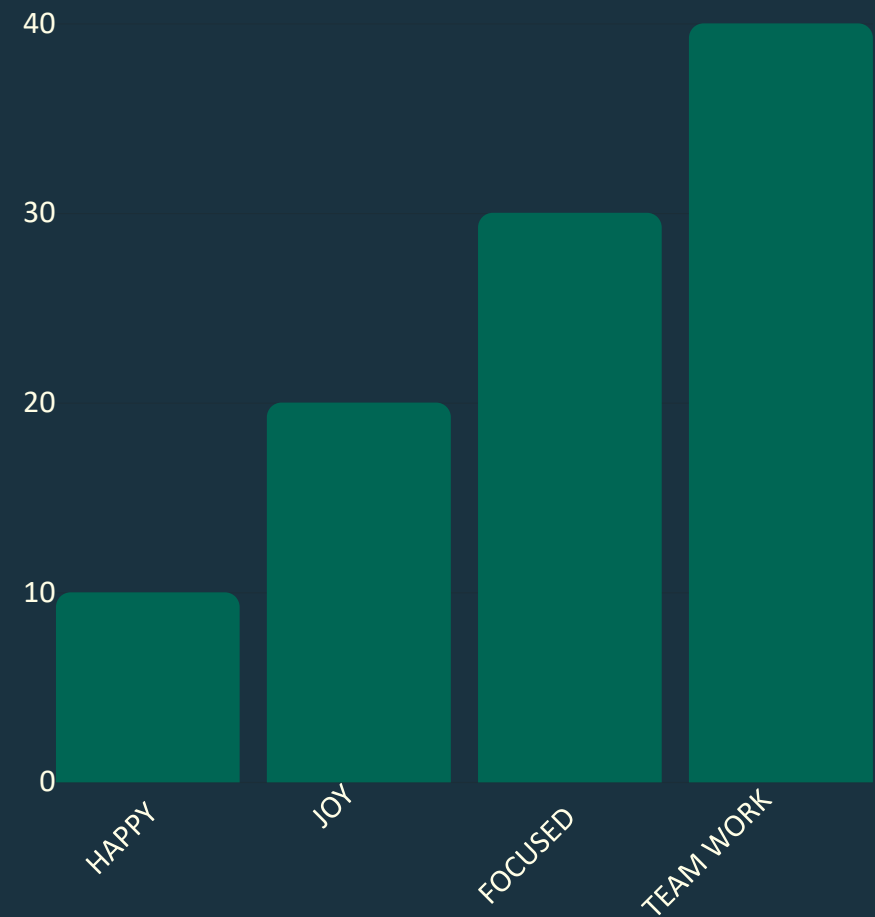
*"In order to experience everyday spirituality, we need to remember that we are spiritual beings spending some time in a human body..."*

**SP1RIT**

#UCANBESPIRITUAL

# BOOSTS MORALE

Engaging in practices that support spirituality in the workplace can uplift the spirits of everyone involved.



OFFICE OF  
SPIRITUAL FORMATION  
O.S.F

## VISION OF OSF

Provide Spiritual Formation that helps guide the next steps in life.

## MISSION OF OSF

Make space for UCAN staff, clients, and partners to evolve in purpose, while assisting in discovering the unknown.

## OSF PILLARS

ReUp  
ReConnect  
ReAffirm  
ReNew

# THE DRIVING FORCE

# UCAN REACH OUT...







UCAN  
STAFF



UCAN  
CLIENTS



UCAN  
COMMUNITY  
PARTNERS

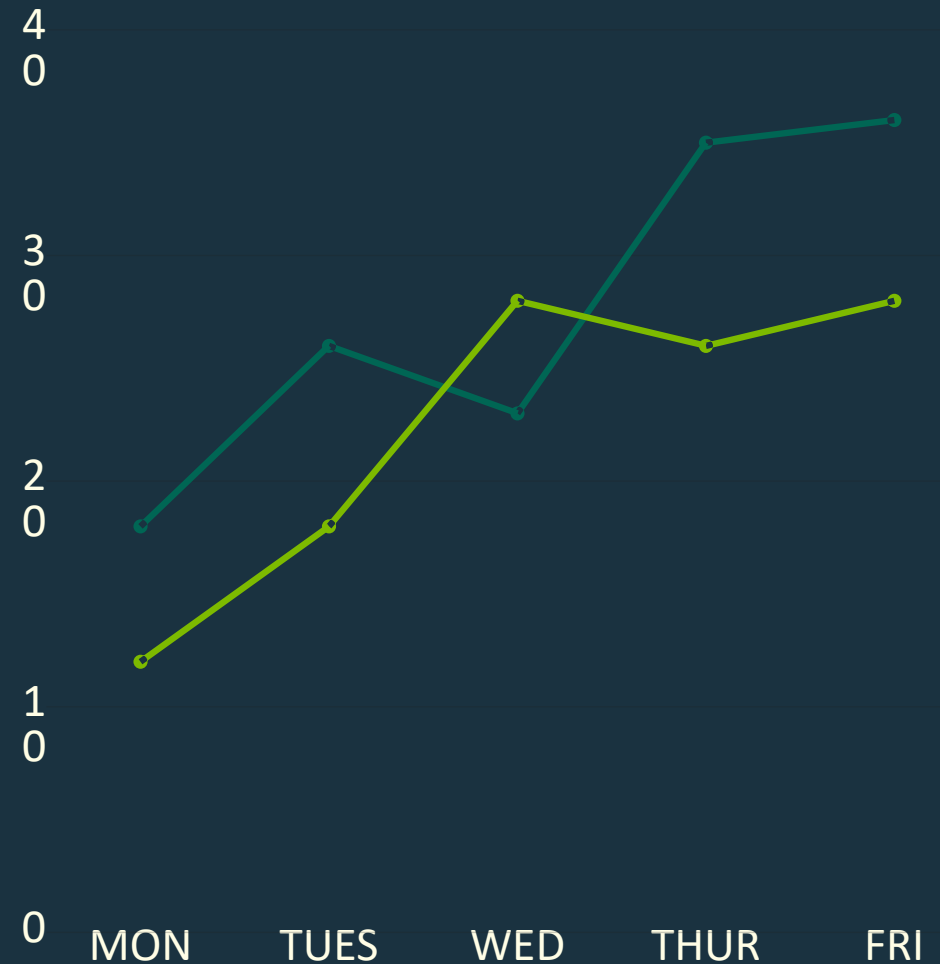
WE SERVE

#UCANBESPIRITUAL

# INCREASE PRODUCTIVITY

When you feel a greater sense of connection to self, you are more motivated to produce good work.

Which in turn increases the overall productivity of an organization.



Questions???