

YORK COUNTY RACIAL JUSTICE COMMUNITY ASSESSMENT REPORT

2019

COMPILED BY:

**eliminating racism
empowering women**

ywca

Organizations and individuals self-reported information for this assessment. YWCA York's publishing of the assessment is for the convenience of the public, and does not constitute endorsements or recommendations. The assessment will reside on YWCA York's website at: <https://www.ywcayork.org/what-were-doing/racial-and-social-justice/>

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Section 1: Background

What is the Racial Justice Community Assessment?

The Racial Justice Community Assessment (RJCA) is a questionnaire designed to understand the current, racial justice services available, where there are gaps, and opportunities to enhance coordination and effectiveness among organizations doing racial justice work in York, Pennsylvania. The RJCA was also designed to strengthen unity and collaboration among organizations involved in racial justice work; therefore, this report was written to share the information collected with the York community.

The Assessment

The Questionnaire included 34 questions about the organization, their targeted population, the services they offer, program outcomes, resources, partnerships, and roadblocks. This assessment did not include respondent demographic data or overall diversity questions (regarding age, sex, sexual orientation, sexual preference, etc.) as those variables are out of scope for this assessment.

This assessment focused on organizations and individuals involved in racial justice work. The operational definition of racial justice is a concept of fair and just relations between the individual and society. This is measured by the explicit and tacit terms for the distribution of wealth, opportunities for personal activity, and social privileges.

The Racial Justice Community Assessment was developed by Dr. Monea Abdul-Majeed, YWCA York, and funded by the York County Community Foundation.

Data Collection

The data was collected March 1 through March 31, 2019. A mass email was sent to over 120 community members inviting them to participate in the questionnaire. This was a snowball questionnaire so respondents were encouraged to share the link with others involved in racial justice work.

Participation in this assessment was completely voluntary. Because one of our goals was to strengthen our community by collaborating, respondents were informed that this was not a

confidential assessment. They were informed that the information will be distributed to all members of the York community upon request.

Twenty-eight respondents completed the assessment.

Why Is the Racial Justice Assessment Important?

The Racial Justice Assessment is important because it will further enhance the work many people and organizations offer to our community. As we seek to move our community forward, we need to understand the current services available, where there are gaps, and opportunities to collaborate. The assessment will also enable us to direct community members to the appropriate organization based on their needs.

Section 2: Organization Summary Data

Contact Person for Organizations

Table 1 lists the individuals or organizations who completed the assessment and the respective contact person's name.


Name of Organization	Contact Person
African Diaspora Home school Co-op	Serena S Barnes
Aspen Institute: Forum for Community Solutions	Jamiel L. Alexander
City of York	Sharee McFadden
City of York Human Relations Commission	Karen Rollins-Fitch
York NAACP #2294	Sandra Thompson Ophelia Chambliss
Confronting Racism Coalition	Ophelia Chambliss and Jean Treuthart
Cornerstone Youth Home	Dawn Squire
Creative York	Mindy Christian
Crispus Attucks Association	Michael D. Jefferson
Hour of Power TV  show	Shareef Hameed
Individual Consultant	Neicy DeShields-Moulton
Individual Consultant	Rosa Luz Catterall
Key Learning Consultants	Mark Rhodes
Shiloh Baptist Church	Dr. Larry Walthour
Solidarity Society of South Central PA	Rabiya Khan
THE MOVEMENT	Tonya Larry
Union Lutheran Church	Carla Christopher
United Way of York County	Nicole Shaffer
West Manchester Township Police	John Snyder
William C. Goodridge Freedom Center and Underground Railroad Museum	Anne Gray
YMCA of York	Jose A Santiago
York African-American Historical Preservation Society	Jeffrey Kirkland
York County Bar Assoc/York County Bar Foundation	Victoria Connor
York County Community Foundation Embracing Aging	Cathy Bollinger
York County Economic Alliance	Kevin Schreiber
York County History Center	Joan Mummert
York Jewish Community Center	Melissa Plotkin
YWCA York	Monea Abdul-Majeed

Table 1- Contact person for each organization.

Organization/Consultant Contact Information

Table 2 lists the contact information for the organizations that completed the assessment.

Name of organization	Website or Email Address	Social Media Handles
African Diaspora Home school Co-op		Facebook: @African Diaspora Homeschool Village
Aspen Institute: Forum for Community Solutions	www.jamielalexander.com https://aspencommunitysolutions.org	Facebook: jamiel.l.alexander
City of York	www.yorkcity.org Sharee McFadden: SMcFadden@yorkcity.org	Facebook and Twitter: @CityofYorkPA
City of York Human Relations Commission	https://www.yorkcity.org/city-services/human-relations-commission Karen Fitch: Karen.fitch@gmail.com	Facebook: City of York Human Relations Commission
York NAACP #2294	Ophelia Chambliss: opheliachambliss@comcast.net Sandra Thompson: sthompsonllc@gmail.com	
Confronting Racism Coalition	www.confrontingracism.org Ophelia Chambliss: opheliachambliss@comcast.net Jean Treuthart: jtreuthart@ywcayork.org	Facebook: @strongertogetheryork
Cornerstone Youth Home	http://www.cyhyork.org Dawn Squire: dizzymom5@hotmail.com	Facebook: CornerstoneYouthHome
Creative York	http://www.creativeyork.org Mindy Christian: mindy@creativeyork.org	Facebook and Twitter: @CreativeYorkPA Instagram: CreativeYork
Crispus Attucks Association	Mike Jefferson: mjefferson@crispusattucks.org	Facebook and Twitter: @CrispusAttucks Instagram: crispusattucksyork
Hour of Power TV Show	Shareef Hameed: Shareefi.hameed@gmail.com	Facebook: @Hour-of-Power-TV-Show YouTube: How of Power!
IDEAS Center	Melissa Plotkin mplotkin@yorkjcc.org	See York Jewish Community Center

Key Learning Consultants	http://www.keylearningconsultants.com Mark Rhodes mark@keylearningconsultants.com	LinkedIn: Key Learning Consultants
Rosa Luz Catterall (Consultant)	Rosa Luz Catterall: rcatterall@comcast.net	
Shiloh Baptist Church	http://www.sbcyork.org Larry Walthour: drltw2@gmail.com	Facebook and Twitter: @sbcyork Instagram: Shiloh Baptist Church
Solidarity Society of South Central PA	Rabiya Khan: rabiya.khan77@gmail.com	Facebook: SolidaritySocietyofSouthCentralPA
THE MOVEMENT	Anu Banks: Sbanks044@gmail.com	Facebook: THE MOVEMENT
Union Lutheran Church	www.unionlutheran.org Carla Christopher: poetrywarrior@gmail.com	Facebook: UnionYork
United Way of York County	www.unitedway-york.org Nicole Shaffer: shaffern@unitedway-york.org	Facebook and Twitter: @unitedwayofyork Instagram: unitedwayofyorkcounty
West Manchester Township Police	www.wmtwp.com John Snyder: jsnyder@wmtwp.com	
William C. Goodridge Freedom Center and Underground Railroad Museum	http://www.goodridgefreedomcenter.org Anne Gray: akgray.netmouse@gmail.com	Facebook: goodridgefreedomcenter, Twitter: @GoodridgeMuseum Instagram: goodridgefreedomcenter
YMCA of York	www.yorkcoymca.org Jose Santiago: jsantiago@yorkcoymca.org	Facebook: YorkCoYMCA Twitter: @YorkCountyYMCA Instagram: YMCA of York and York County
York African-American Historical Preservation Society	www.yorkblackhistory.com Jeffrey Kirkland: iced1@comcast.net	Facebook: York African-American Historical Preservation Society
York County Bar Assoc./ York County Bar Foundation	www.yorkbar.com Victoria Connor: Victoria.Connor@yorkbar.com	Facebook and Twitter: @YorkPaBar
York County Community Foundation	www.yccf.org/embracingaging Cathy A. Bollinger: cbollinger@yccf.org	Facebook: @YCCFEmbracingAging

Embracing Aging		
York County Economic Alliance	www.yceapa.org Kevin Schrieber: kevin@yceapa.org	Facebook and Twitter: @yceapa Instagram: yceapa
York County History Center	www.yorkhistorycenter.org Joan Mummert: jmummert@yorkhistorycenter.org	Facebook and Twitter: @yorkhistory
York Jewish Community Center	www.yorkjcc.org Melissa Plotkin: mplotkin@yorkjcc.org	Facebook and Twitter: @JCCYork
YWCA York	www.ywcayork.org Dr. Monea Abdul-Majeed:mabdul-majeed@ywcayork.org	Facebook and Twitter: YWCAYork Instagram and You Tube: YWCA York

Table 2- Contact information for each organization.

Mission Statements

Table 3 contains the mission statements of each organization that completed the assessment.

Name of Organization	Mission Statement
African Diaspora Home School Co-op	To provide a cultural and academic support system and resource for “parents of the African-Diaspora” who desire to home-school their children. To also provide socialization, history, team building and life skills for home or cyber-schooled children.
Aspen Institute: Forum for Community Solutions	We envision a future where communities create their own vibrant and lasting solutions to the social and economic problems that they face. We believe that if communities have more power to lead change, we will create a more just and equitable society
City of York Human Relations Commission	To promote public health, safety, general welfare and interest by assuring equal opportunity to all individuals and to safeguard their right to public accommodation, to secure housing and to foster the employment of all individuals in accordance with their fullest capacities regardless of their race, color, familial status, religion, creed, ancestry, age, sex, national origin, disability, sexual orientation, or use of a support animal.
York NAACP #2294	The mission of the National Association for the Advancement of Colored People (NAACP) is to ensure the political, educational, social, and economic equality of rights of all persons and to eliminate race-based discrimination.
Confronting Racism Coalition	To create sustainable change by breaking down systemic racial barriers and promoting healing, equity, and inclusion for all.

Cornerstone Youth Home	Increasing a student's capacity for life-long educational success by disrupting the cycle of homelessness and transience in a safe, stable, restorative practice home environment.
Creative York	Creative York nurtures imagination, creativity and innovation in our community.
Crispus Attucks Association	Provide education, employment, community/economic development, affordable housing and human services to youth and adults in York County. Provide opportunities for individuals to reach their full potential regardless of race, age, gender, sexual orientation, religion, etc.
Hour of Power TV Show	Through proper education, information, community work we are here to lift the mind, body, & soul of our community.
IDEAS Center	(A program of the York Jewish Community Center)
Key Learning Consultants	Promote understanding about diversity, race and culture.
Neicy DeShields-Moulton	My mission it to use my extensive research of ancestry (genealogy) to explain diversity within families and how this extends out to others. My intent is to give students or adults a realistic approach to finding out who they are through genealogy. I believe that the information I provide is attainable by all through my program understanding of self and how diverse we really are and find connections that connects us all. I present three presentations 1. Do you really know who you are? 2. The ancestors I've met on my genealogy journey 3. How DNA confirmed who I am using genealogy research
Rosa Luz Catterall (Consultant)	To empower individuals in the community through their unique and creative expression.
Shiloh Baptist Church	Shiloh Baptist Church is a Church Determined to Know Christ in Excellence.
Solidarity Society of South Central PA	To educate the community about Islam and Muslims and to dispel myths, bias, and misunderstandings to promote under inclusiveness.
THE MOVEMENT	Our mission is to support and serve all of York County.
Union Lutheran Church	There is a place for you here! We at Union Lutheran Church believe that we are called to share the good news of Jesus with our neighbors, as we grow together in Christ. We welcome everyone who is seeking God's love and grace to participate fully in ministry no matter what you look like, where you're from, whom you love, how much money you have, or whatever other labels we too often use to divide ourselves. We welcome all because God welcomes all, and our unity is in Jesus Christ.
United Way of York County	To build a stronger, caring community by cultivating financial generosity, volunteerism, and advocacy.
West Manchester Township Police	Proudly serving and protecting the public with law enforcement excellence.
William C. Goodridge Freedom Center and	The William C. Goodridge Freedom Center is in the historical home of a man who, born a slave, grew to become one of the most successful and innovative


Underground Railroad Museum	businessmen in York, who put his home, his family, and his fortune all at risk to help others to freedom. The Goodridge Freedom Center hopes to always provide a safe house for people to discuss and learn about both historical and modern efforts to secure freedom for all people.
YMCA of York	Reason for being, to put Christian principles into practice through programs that build healthy spirits, mind and body for all.
York African-American Historical Preservation Society	Collect, preserve and propagate information related to the African-American presence in York with the aim of educating York residents to the rich contributions of all people.
York County Bar Association/York County Bar Foundation	The York County Bar Association and its charitable arm, the York County Bar Foundation, aspire to build the organizations' capacity for leadership and service to improve the legal profession, the community they serve and the administration of justice in society.
York County Community Foundation Embracing Aging	Work to increase how people experience aging to create an increasingly more age-friendly York County.
York County Economic Alliance	York County Economic Alliance drives York County's economic growth by leveraging the collaboration, resources and expertise needed to create sustainable prosperity.
York County History Center	The York County Heritage Trust inspires the exploration of the history, people and culture of our county, state and nation. As a non-profit organization it utilizes collections, historic sites and museums to help tell the American story.
York Jewish Community Center	The York Jewish Community Center creates opportunities for everyone, inspires relationships, builds a community of well-being, and enhances Jewish communal life. JCC Vision: Within the tradition of Jewish cultural heritage, the York JCC aspires to be: A center for family life. A leader in providing education, wellness, culture, and recreation. A home that celebrates the diversity of the communities we serve in an inclusive, welcoming, spirited environment inspired by Jewish values.
YWCA York	Eliminating racism, empowering women, and promoting peace, justice, freedom, and dignity for all.

Table 3: Mission Statements.

Organization Purpose

Table 4 contains the purpose of each organization that completed the assessment.

Name of Organization	Purpose/Specialty/Focus
African Diaspora Home School Co-op	The organization was created to provide a co-op for parents who were or desired to home-school. It is based not on religion as other co-ops seem to be but on a shared experience... Africans in the Diaspora. There is a lack of education on the actual history of those in the diaspora. There is also a lack of appreciation it seems as to how children of the diaspora learn and should be taught - via relationship building, kinesthetic, and not rote memory and

	standardized testing as examples. We provide for home or cyber-schooled children of the African Diaspora, academic enrichment, socialization, life skills, team skills, physical education and they are provided information on who they are and the cultural & historical context of their existence. It also provides parents a chance to share resources and best practices as well as a support system.
Aspen Institute: Forum for Community Solutions	Cross-Sector
City of York Human Relations Commission and York NAACP	The Commission is responsible for enforcing Act 185 of the Codified Ordinances of the City of York; which includes performing intake, investigation and determination of complaints of discrimination in housing, employment and public accommodations. The Commission also monitors and reports on hate crimes and other civil tensions within the City and its surrounding areas, working with local, state and federal agencies. The Commission advocates for city residents by providing technical assistance in the preservation of State and Federal rights where the act of discrimination is outside the city and would have a negative impact on the community. Over 50% of the cases of discrimination outside our jurisdiction are city residents.
Confronting Racism Coalition	To create sustainable change by breaking down systemic racial barriers and promoting healing, equity, and inclusion for all.
Cornerstone Youth Home	To provide long-term, safe, restorative housing for the students of York City.
Creative York	Art education for all.
Crispus Attucks Association	Our primary purpose is to provide a safe, long-term housing solution for York City students that allows them the space to develop life-long learning skills. We also support the family throughout this process as they develop their own best solution. We provide training to the community on essential aspects of restorative practices/principles.
Hour of Power TV  show	Education & mentoring youth
Key Learning Consultants	Diversity and management training
Neicy DeShields-Moulton	To educate to inform and challenge people to learn and open their minds about other cultures.
Rosa Luz Catterall (Consultant)	Visual Art, Art wellness, Art Therapy
Shiloh Baptist Church	To preach the message of Jesus Christ in a way that is relevant to promoting equity, equality, and self-empowerment.
Solidarity Society of South Central PA	Educating the community on the truth about Islam and Muslims and dispel bias, myths, and stereotypes.
THE MOVEMENT	Our focus is family, depression, Stop the Bullying, and Housing. Our purpose getting info to families that may not know there's all sorts of info and help available
Union Lutheran Church	Community based faith outreach. Promotes relationship across difference and the Christian call to community.
United Way of York County	Health and human services
West Manchester Township Police	Law enforcement

William C. Goodridge Freedom Center and Underground Railroad Museum	To share the history of the Goodridge family from 1812, when William was first indentured to a tanner there at the age of 6, to around 1863, when his eldest son Glenalvin was released from prison through a gesture of clemency from the Governor with the limitation that the family had to leave PA. In between those dates, Goodridge, his wife, and their children played pivotal roles in many individuals lives, in the York Economy, and in significant events that led to the Civil War. They were part of the black abolitionist community in PA, and contributed land and a teacher to the colored school. They built the first 5-story building on the central square, imported international and domestic goods and distributed them to over 22 towns on their 13 railroad cars, and established the first long-term photography studio in York. As the family left York, they also became pioneers in other ways. So that time period, and those activities and society, are the primary focus of the museum, which includes a reproduced daguerreotype studio on the second floor, and many 19th-century photographs of both white and African American subjects. We have also housed living history presentations from other historical figures, as well as other presentations on the history and culture of freedom seekers in York, including the modern scourge of human trafficking.
YMCA of York	Cause: our mission in action, Strengthening the foundation of community through youth development, healthy living and social responsibility.
York African-American Historical Preservation Society	Preserving Black History
York County Bar Association/York County Bar Foundation	The York County Bar Association is a non-profit professional membership association of attorneys and judges. It exists to serve the needs of the lawyers, judges and public of York County. The York County Bar Foundation is the community largest private funder of law-related initiatives.
York County Community Foundation Embracing Aging	Dismantling ageism and meeting with diverse groups of older adults to best understand their needs and wants to age better in York County
York County History Center	The York County History Center's Library and Archives houses an extensive and varied collection covering both local and national history, including genealogy, cultural arts, historic sites, and military history. The York County History Center provides unique experiences through multiple historic buildings and museums in York, PA.
York Jewish Community Center	We are an inclusive community center focused on education, wellness, culture and diversity.
YWCA York	YWCA York is an inclusive organization where anyone can be a member, employee, or serve on our board of directors. We offer child care and youth programs; aquatics, yoga and mindfulness classes; racial justice training; and advocate for our national agenda. YWCA York is York County's provider of services to victims of domestic violence, sexual assault and human trafficking.

Table 4: Organization's Purpose/Focus/Specialty

More about the Organizations

Chart 1 displays data collected about the organizations represented in the assessment.

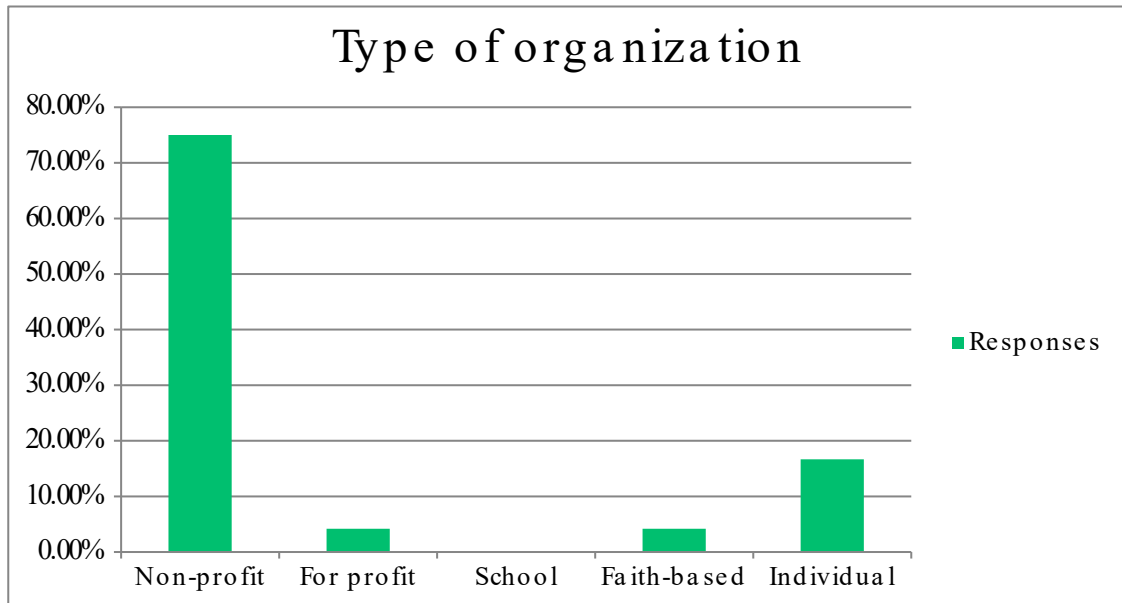


Chart 1: Types of Organizations represented in the Racial Justice Community Assessment.

When asked if the entire organization focused on racial justice, 56% of respondents answered “yes” while 44% answered “no.” Among the organizations that answered “no” here are some of the explanations given:

- *“Its core existence is based on racial justice; however, its approach is much broader. If racial injustice were eradicated tomorrow, there would still be a need for our organization.”*
- *“We focus on Racial Justice along with other forms of discrimination.”*
- *“We hope anyone who believes they are being marginalized because they are not fitting into Euro-centric, patriarchal societal norms will know we will meet them where they are.”*
- *“Religious bias is a large part of the focus. Many Muslims are discriminated against based on their race AND religion. Many are also immigrants and refugees.”*
- *“The organization focus is for all no matter origin, race, religion or ethnic background.”*
- *“We are based on social justice, focusing on all aspects of inequality (socioeconomic, religion, learning, culture, etc.)”*
- *“Our organization focuses on enhancing the economic prosperity of businesses, community and our county. We have developed several initiatives under the organization to assist with small business development, minority contractors, women's professional development.”*

Section 3 Services and Programs

Targeted Demographics

Table 5 displays the targeted demographics of who each organization serves.

Name of Organization	Age	Income	Race	Gender
African Diaspora Home school Co-op	0-21	All	Those of the African-Diaspora	All
Aspen Institute: Forum for Community Solutions	All	All	All	All
City of York	All	All	All	All
City of York Human Relations Commission	All	All	All	All
City of York Human Relations Commission and York NAACP	All	All	All	All
Confronting Racism Coalition	All	All	All	All
Cornerstone Youth Home	All	All	All	All
Creative York	3+	All	All	All
Crispus Attucks Association	3 months to seniors	Low income, economically and socially challenged	All	All
Hour of Power TV Show	7 to 15 boys and girls	Any	Black & Latino	All
Neicy DeShields-Moulton	10-adults	All	All	All
Rosa Luz Catterall (Consultant)	Children, adolescents and adults	Varies	All	All
Shiloh Baptist Church	All	All	All	All
Solidarity Society of South Central PA	All	All	All	All
THE MOVEMENT	All	All	All	All

Union Lutheran Church	5-100	All	White, Black, Latino primarily	All
United Way of York County	All	All	All	All
West Manchester Township Police	All	All	All	All
William C. Goodridge Freedom Center and Underground Railroad Museum	All	All	All	All
YMCA of York	0-88+	0- 35,000	All	All
York African-American Historical Preservation Society	All	All	All	All
York County Bar Association/York County Bar Foundation	All	All	All	All
York County Community Foundation Embracing Aging	York County residents age 50+	All	All	All
York County Economic Alliance	Primarily over 18, but for workforce development initiatives take us into the schools to connect with younger minds.	All	All	All
York County History Center	All	All	All	All
York Jewish Community Center	All	All	All	All
YWCA York	6-weeks and up	All income levels with an emphasis on the economically challenged	All	All (Girls on the Run serves girls in middle school)

Table 5- Targeted Demographics

When asked, “How do they (potential clients) learn about you?” a variety of responses were collected such as websites, Eventbrite, York365.com, and social media, particularly Facebook. Some organizations invest in advertising such as flyers, signs, billboards, promotional services, and mailings to make the York community aware of their presence, while others rely on word-of-mouth and referrals.

Other ways that community members learn about the organizations/consultants include speaking engagements, tabling, workplace campaigns, speaking engagements and community events, namely First Fridays.

Eligibility Requirements

The organizations displayed in Table 6 have eligibility requirements.

Name of Organization	Eligibility Requirements
African Diaspora Home School Co-op	Member of the African-Diaspora; Interest in new ways of learning and teaching; Desire to learn history and culture; willingness to teach classes or provide other assistance as needed, membership fee may be required to handle ongoing costs; homeschooling or cyber schooling children unless waived.
City of York	City resident.
City of York Human Relations Commission	If someone is discriminated against they must file a complaint within 180 days of the discrimination. Discrimination must have occurred because of a protected class (ex. Race/color, national origin, age etc.). The Commission investigates discrimination in three areas (housing, employment and public accommodation).
City of York Human Relations Commission and York NAACP	NAACP has easy to complete membership form and yearly fee is \$30. The CYHRC has no memberships; we provide a service.
Confronting Racism Coalition	Those interested in making York County a place where differences are valued and equity prevails are welcome to attend meetings.
Cornerstone Youth Home	A desire to learn about your own strengths and a willingness to honor others. Also, a desire to understand how a community can come together, own challenges and create solutions.
Creative York	Registration for classes-fee based, submitting artwork for exhibitions, scholarship application for free class enrollment.
Crispus Attucks Association	Income guidelines for some none for others
Hour of Power TV Show	Need of social development
Neicy DeShields-Moulton	An open mind
Rosa Luz Catterall (Consultant)	My services are provided at the agency/program site. I am an independent contractor.
Shiloh Baptist Church	Shiloh is a Christ-centered congregation who is open to helping all (regardless race, creed or color) who are the least, the lost, and the left out.
William C. Goodridge Freedom Center and Underground Railroad Museum	Generally, all ages are welcome, but some activities may have age restrictions.

YMCA of York	Must be member and we have financial assistance for those who need help with membership fees who qualify to ensure everyone can be part of YMCA.
York African-American Historical Preservation Society	A desire to document and preserve York's Black History
York County Bar Association/York County Bar Foundation	Must have a law-related connection
York County Economic Alliance	<p>YCEA is unique in that it is both a chamber of commerce and economic development corporation. Certain functions and resources are available to the chamber through a membership. https://www.yceapa.org/membership/benefits/#</p> <p>The YCEA hosts over 100 events with associated with some (discount or free for YCEA members.) YCEA engages all interested entities, business owner, community resident, etc to see how we can best assist or refer them out for services in the county through economic development. Those types of engagements do not have any eligibility requirements.</p> <p>YCEA recently launched a small business development training program and both courses are offered at no cost to the participant.</p>
YWCA York	Some child and youth programs have eligibility requirements in terms of income, gender, and place of residence. All victim services are offered at no cost to any person.

Table 6: Eligibility Requirements.

Services and Programs Related to Racial Justice

Table 7 displays the organizations' services and programs that focus on issues such as (or related to) discrimination based on race and ethnicity.

Name of Organization	Discrimination Services and Programs
African Diaspora Home School Co-op	We provide historical context to students primarily- where they come from, etc. Students may also be provided tools such as escalation, advocacy and other means of "not taking the bait."
City of York Human Relations Commission	The Commission attempts to prevent discrimination through an education, training, and outreach effort and by promoting harmony and good will among groups throughout the community. The Commission engages in workshops, meetings, community outreach and collaborative efforts to promote diversity, equality and non-violence in the City of York and beyond. The Commission advocates for the civil rights of all citizens of the city.
City of York Human Relations Commission and York NAACP	Educational programs, and accepting complaints

Confronting Racism Coalition	Monthly meetings are open to the public with work groups addressing: Education, Economic Equity, Inclusive Leadership, Racial Bias, and Welcoming Communities. <i>Bring your talents and interests and join a CRC work group.</i>
Cornerstone Youth Home	Currently we offer a mini-workshop on intro to Restorative Practices and circles. A deeper 16-hour training is available but we see it as our role to share the info and then help people to understand what resources are available to them.
Creative York	Art exhibitions/art education-free gallery tours
Crispus Attucks Association	Cultural Awareness/Sensitivity/Diversity training
Hour of Power TV Show	Education & youth mentor
Key Learning Consultants	Key Learning Consultants conducts diversity culture audits and needs analyses, devises strategies and action plans, and facilitates diversity, sexual harassment prevention, multicultural customer service, conflict resolution and inter-group communication workshops.
Neicy DeShields-Moulton	Investing in Genealogy and Diversity is our future; I believe that helping students understand who they really are and their history will benefit us all. Students will find out that knowing your past can influence your future. 1. Identity, Self-discovery, building a sense of responsibility, finding out how unique and how similar we are, explaining genetically who we really are helps us understand and Discovering the diversity in all of us.
Rosa Luz Catterall (Consultant)	I service a diverse population, affected by trauma which is not exclusive to one particular population.
Shiloh Baptist Church	Everything we do as a congregation and ministry focuses on promoting equity, embracing ethnicity, and eliminating racism, discrimination, and hate through love.
Solidarity Society of South Central PA	MAMA - Meet A Muslim American. Tabling event held at various events to offer people the opportunity to meet and speak with local Muslims.
THE MOVEMENT	We offer info to programs for food housing clothing and mental health
Union Lutheran Church	Educational celebrations for MLK Day and Juneteenth, periodic studies and book groups
West Manchester Township Police	member and participant with the BMA, work with local pastor (Pastor Larry Walthour, and we are hosting a course on diversity in April
William C. Goodridge Freedom Center and	We host discussions on topics of discrimination, identity, and the struggle for freedom. We also had a presentation of parts of the one-woman play Voices of F.E.W., featuring the abolitionist speaker and

Underground Railroad Museum	poet Frances Ellen Watkins-Harper. Racial discrimination has erased or omitted the true grace and achievements of so many African Americans from the dominant narrative of American History that giving their history a voice and representation is a form of racial justice. We also hope that many will consider their stories inspirational and will share them beyond our programs. We are working on supplemental curricula and theatrical programs for the schools as well.
YMCA of York	We have an initiative Called DIG Diverse Inclusion and Global, this initiative focus is to look at organization from top down to ensure its being inclusive in all areas of organization.
York African-American Historical Preservation Society	Educational presentations
York County Bar Association/York County Bar Foundation	Continuing Legal Education; Public Presentations; support for Professionals Committed to Diversity; Diversity internships
York County Community Foundation Embracing Aging	We have an inclusion policy for employees, volunteers, and grant seekers
York County Economic Alliance	Focus on economic equity
York County History Center	Although our programs are oriented toward the general public audience, we provide specific programs, publications, and speakers on topics related to diversity or specific audiences. Specifically, we've held a number of programs on local Black history, Native American history, cultural heritage (German, Scots-Irish), cultural festivals and community racial history.
York Jewish Community Center	Our bias awareness trainings promote respect for differences and foster "aha" moments that lead to shifts in mindsets. We also offer climate assessments, building audits, consultation, and elementary, middle, and high school programming.

YWCA York	<p>YWCA York is not just an organization—we are a mission-driven collective, ready to serve our community with open minds and hearts. Using an intersectional approach and mindfulness techniques, the goal of our programming and training is to eliminate internal, interpersonal, and systemic racism.</p> <p>We strive to transform social inequality in our community, schools, and organizations through education, open dialogue, and inviting others to join us an anti-racist ally.</p>
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Table 7: Discrimination, Race, or Ethnicity Program(s) and Services

Chart 2 identifies the ways in which organizations serves the community.

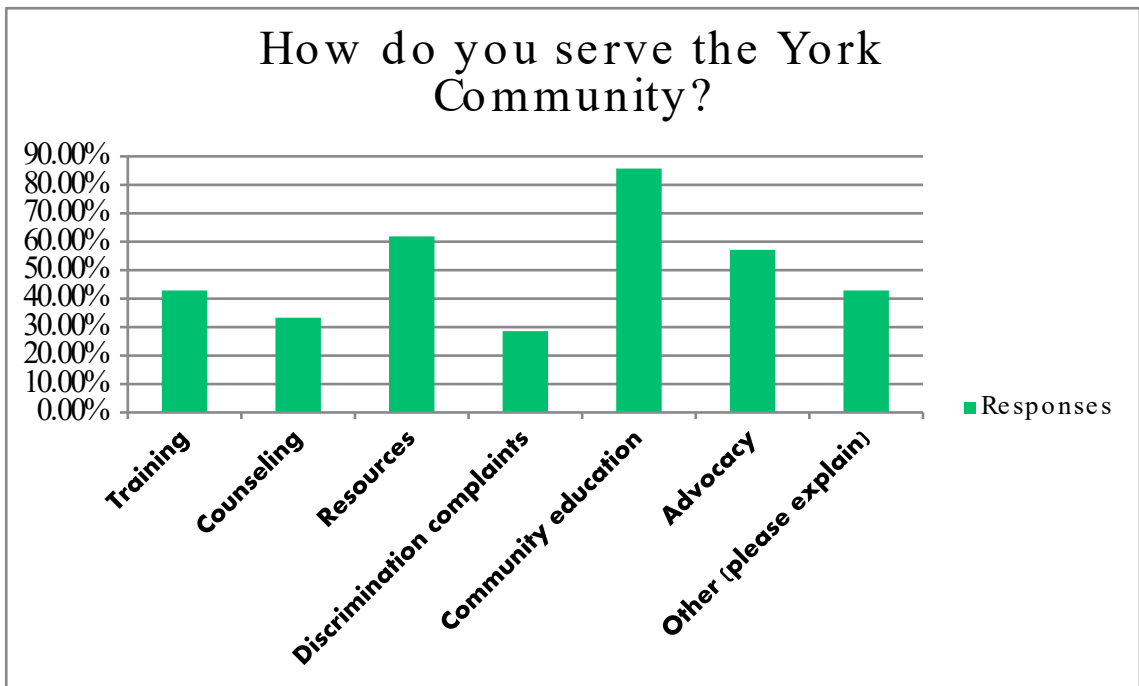


Chart 2: Ways that services are provided.

The Racial Justice Community Assessment included two questions on outcomes:

What outcomes do you expect from the programs?

How do you measure the extent to which the outcomes are realized?

Charts 3 and 4 display the responses.

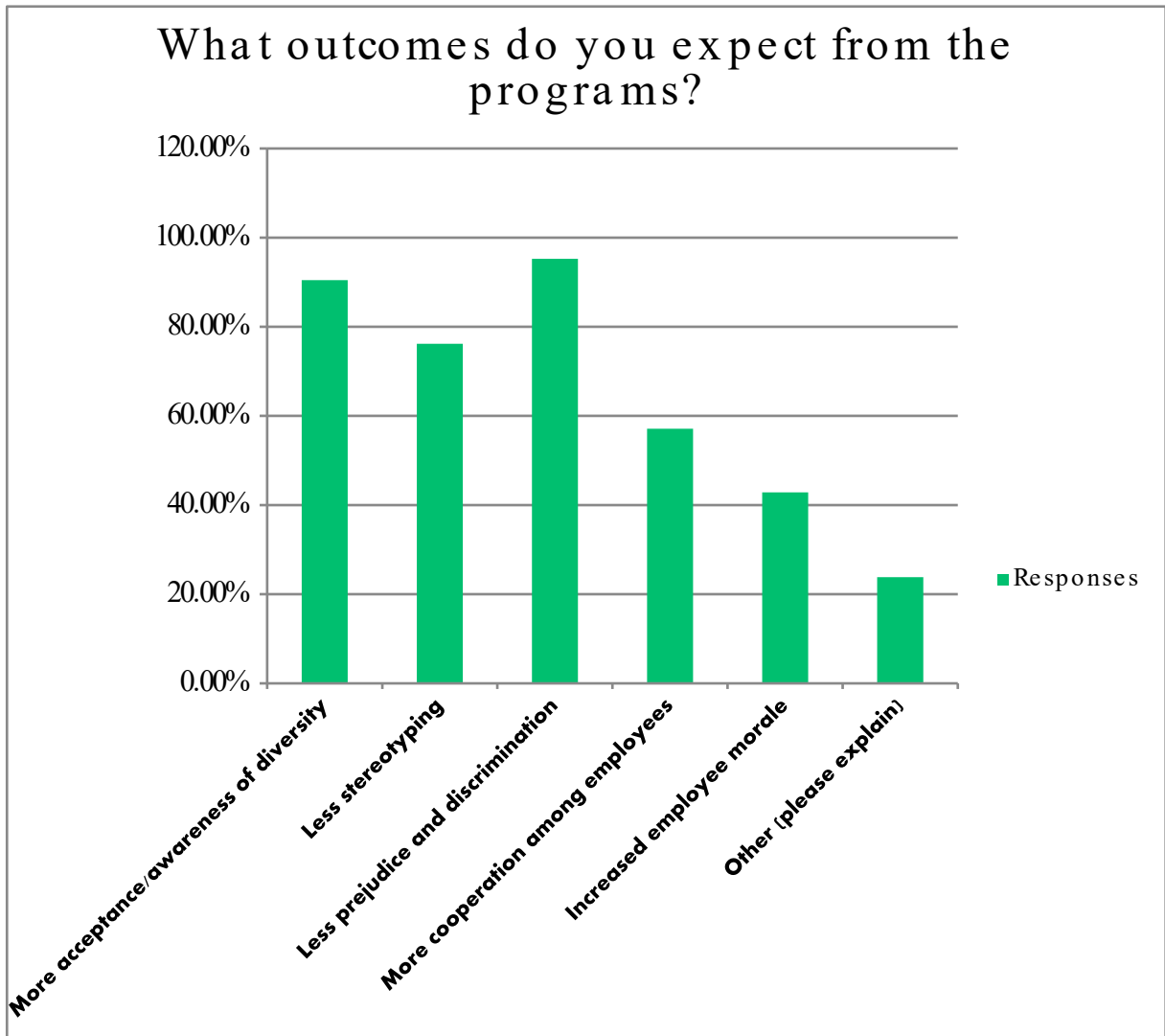


Chart 3: Expected Outcomes

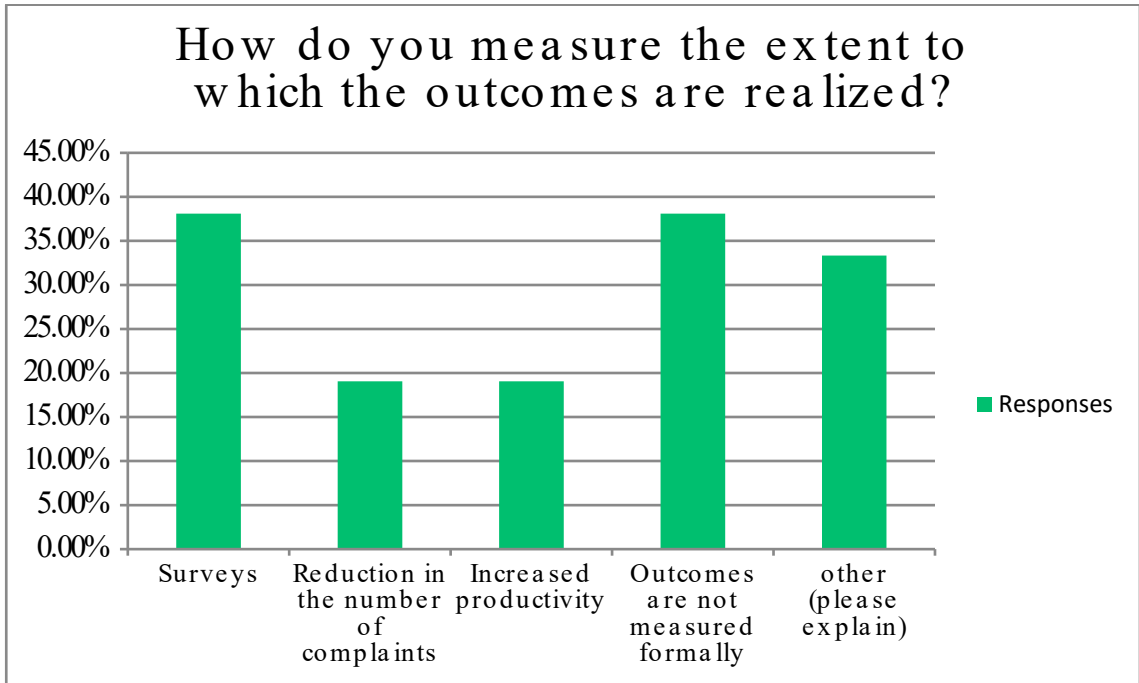


Chart 4: Measurement of Outcomes

Section 4: Resources and Needs

One of the main purposes of the Racial Justice Community Assessment is resource sharing; therefore, the assessment included 14 questions related to resources. Section 4 of this report includes a summary of the responses to questions related to resources.

Organizational Capacity

Table 8 includes how many people each organization has the capacity to serve and how many people they serve in a month.

Name of Organization	Capacity	Monthly
African Diaspora Home school Co-op	Because our program is based not only on students but on parent's participation, we have no limit at this time. Individual classes may be limited, but there is no limit to the program itself.	25
City of York	All City residents	500+
City of York Human Relations Commission	Blank	7+

City of York Human Relations Commission and York NAACP	Many – no specific number	10 or more phone calls per month for the CYHRC and 0-3 new complaints per month. The York NAACP may serve none to several per month.
Confronting Racism Coalition	Approx 160 people have attended a CRC meeting.	
Cornerstone Youth Home	Groups of 8 to 10 work well. Have delivered the content to 20.	Varies
Creative York	Up to 150 in the gallery.	900
Crispus Attucks Association	No set limit	Hundreds overall/ over 100 yearly in diversity
Hour of Power TV Show	Youth groups 10 to 15	10 to 15
Key Learning Consultants	1 - 3000	
Neicy DeShields-Moulton	As many as the room will hold.	Varies
Rosa Luz Catterall (Consultant)	It fluctuates. It varies on a monthly basis.	Approximately 22+
Shiloh Baptist Church	Shiloh seeks to serve and assist all who come to us in a time of need.	Anywhere from 50-100 people per month
Solidarity Society of South Central PA	Unlimited	
THE MOVEMENT	As many as we can if the help is available	Over 50
Union Lutheran Church	No limit	200
William C. Goodridge Freedom Center and Underground Railroad Museum	Over 300 people attended our opening and more visit the museum each year. Through curriculum, plays, video and film, we have the capacity to serve thousands more who never even darken our doorstep.	20 to 600. It varies greatly, month to month.
YMCA of York	No limit to our memberships	2500+ average
York County Bar Association/York County Bar Foundation	Education programs are available to for all; Internships 2 annually	Varies, depends on the activity/program
York County Community	Can present to groups ranging in size from a few to hundreds; of course, the delivery style varies bases on audience size; try to make interactive as much as possible	Varies

Foundation Embracing Aging		
York County Economic Alliance	YCEA's membership consists of just under 1,200 members representing approx. 60,000 employees. That does not include the number of individuals assisted through workforce development and who attend events; the Women's Business Center Organization consists of under 200 members.	Varies, depending on programs and events offered in the month.
York County History Center	Currently we serve 30,000/ year. With more staff and a consolidated location, we anticipate serving more than 55,000/year after 2020.	Our service numbers are tied to the programs that we offer each month. If divided evenly 2,500.
York Jewish Community Center	Depends on the programming type and length.	100. In the fall, it is closer to 300-500.
YWCA York	Data is across the organization, in all programs.	We serve 24,000 people a year which averages out to 2,000 per month.

Table 8: Program capacity and those served in a month.

Organizational Needs

Over 50% of respondents indicated that they do not have enough resources (staff, funding, space, and time) to serve everyone who needs help. When given the opportunity to explain, respondents stated:

Funding is needed for the space we are currently using.

We need more funding and staff to offer more programming in the community.

At times, I will volunteer my services due to need or lack of funding.

We partner with other community organizations to provide services to those who need our help when we can't service all of them.

We've had to turn down some events due to space conflicts, requests for assistance due to funds, and frequency of training and book study etc. due to staffing.

When we can't serve someone, we refer him/her to other local nonprofits.

Poverty population far exceeds the number of attorneys available to help them.

We have to decide how to share the resources we have throughout the community and county. We work to elevate the awareness of the resources available throughout business, education and community in the county.

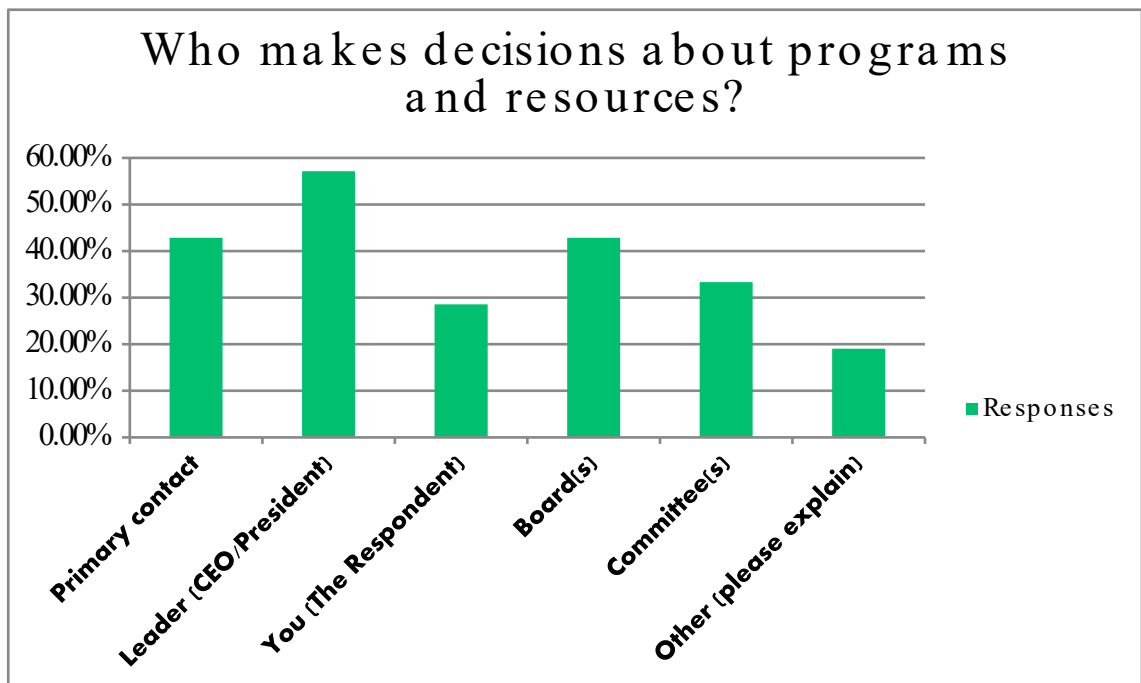


Chart 5: Organizations' Decision-makers

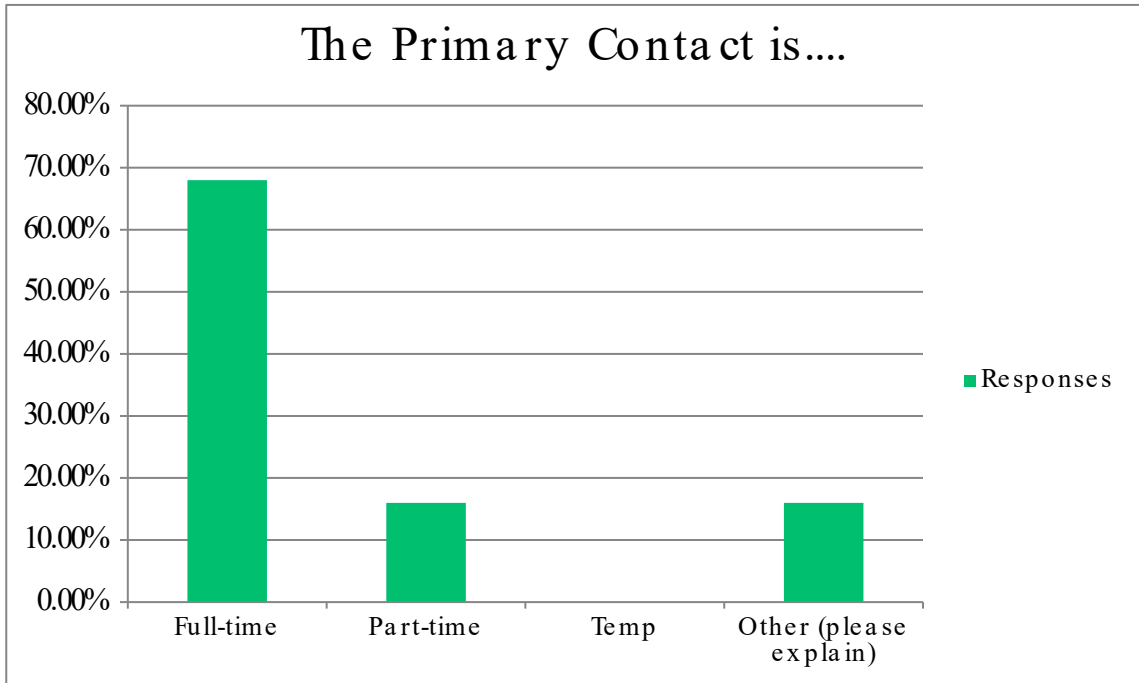


Chart 6: Full vs. Part-time

City of York Human Relations Commission, the Confronting Racism Coalition, York NAACP, and Cornerstone Youth Home rely on volunteers, not paid employees. Among the organizations that have boards and/or committees, majority of them meet monthly.

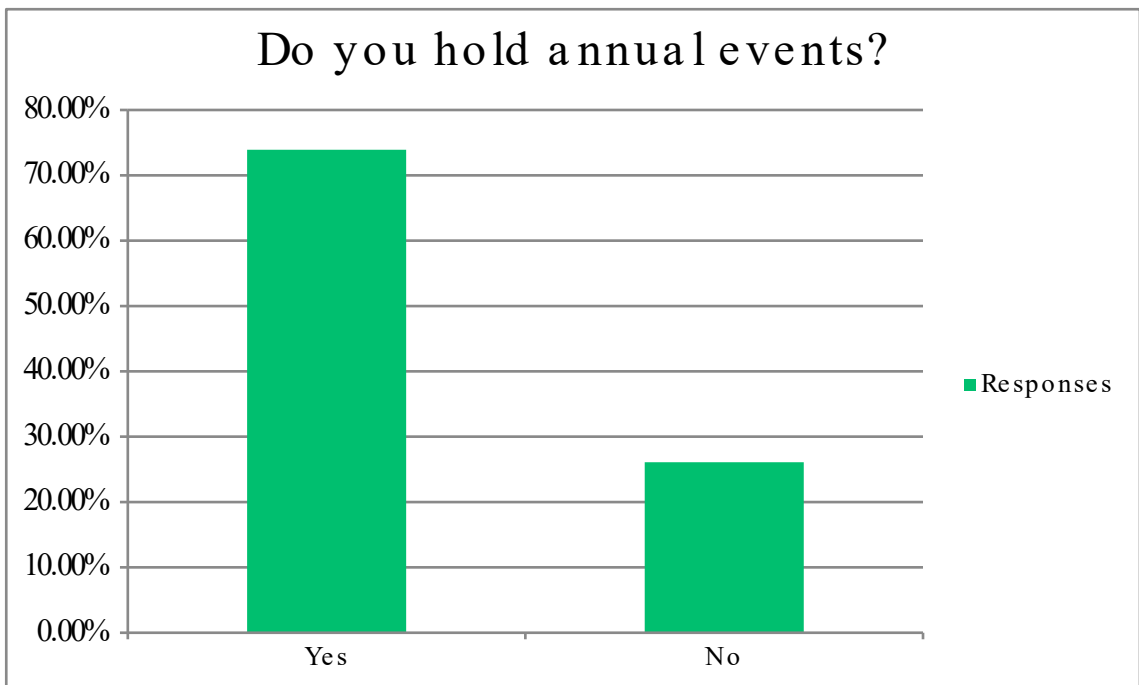


Chart 7: Annual events

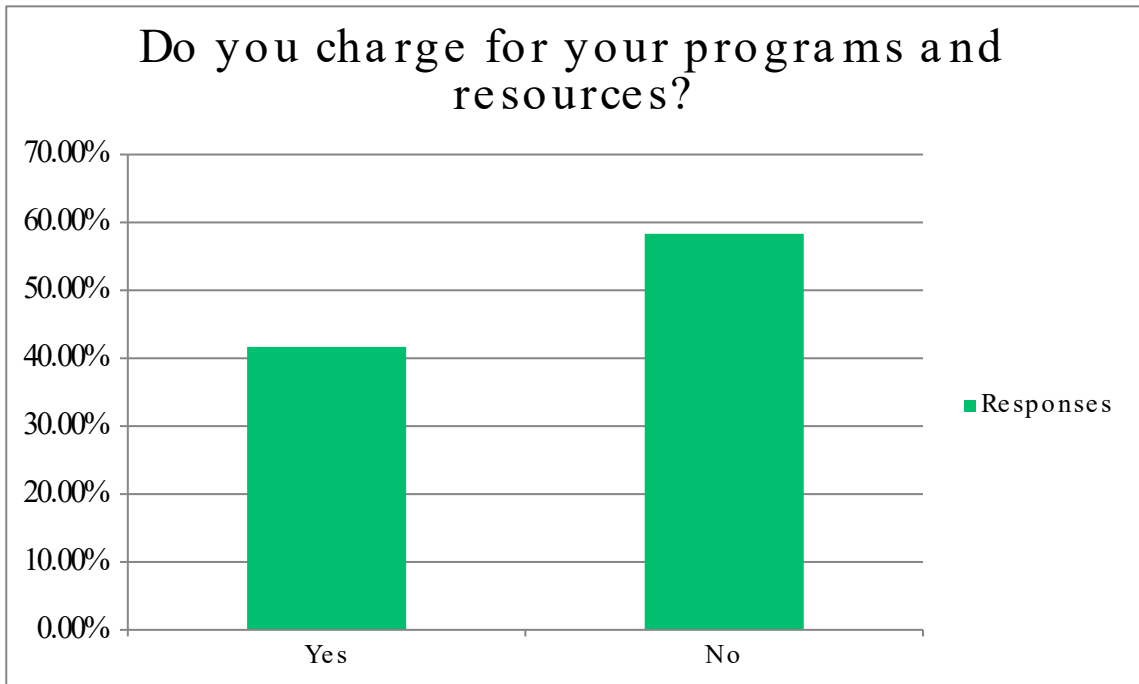


Chart 8: Free vs. paid programs

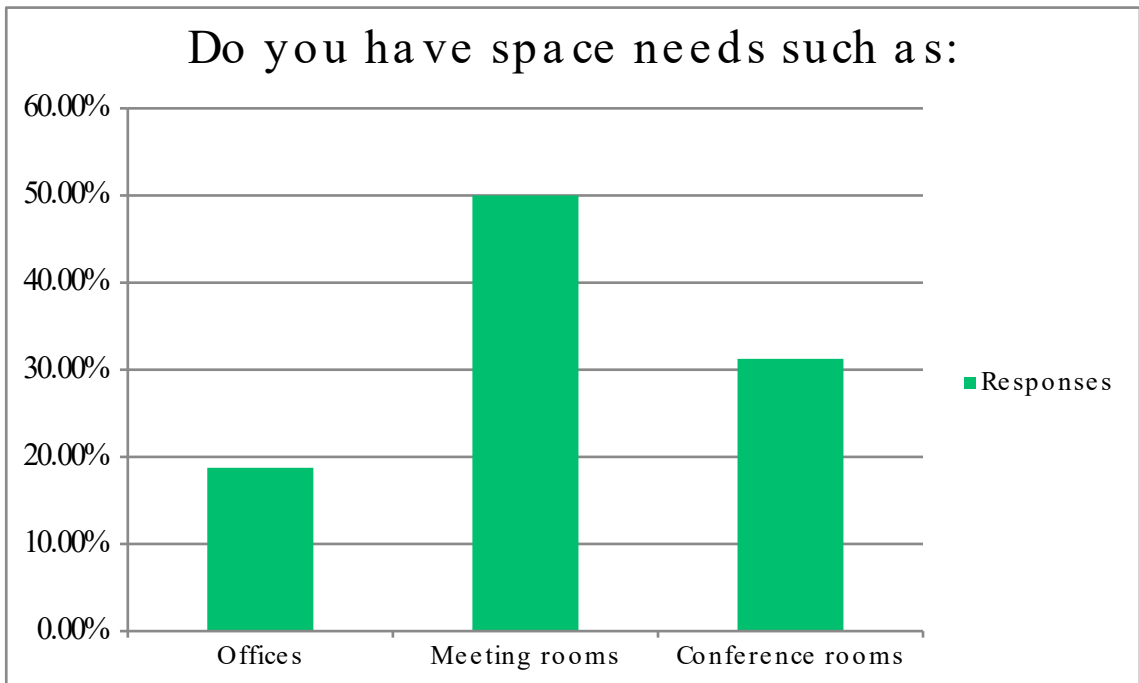


Chart 9: Space needs

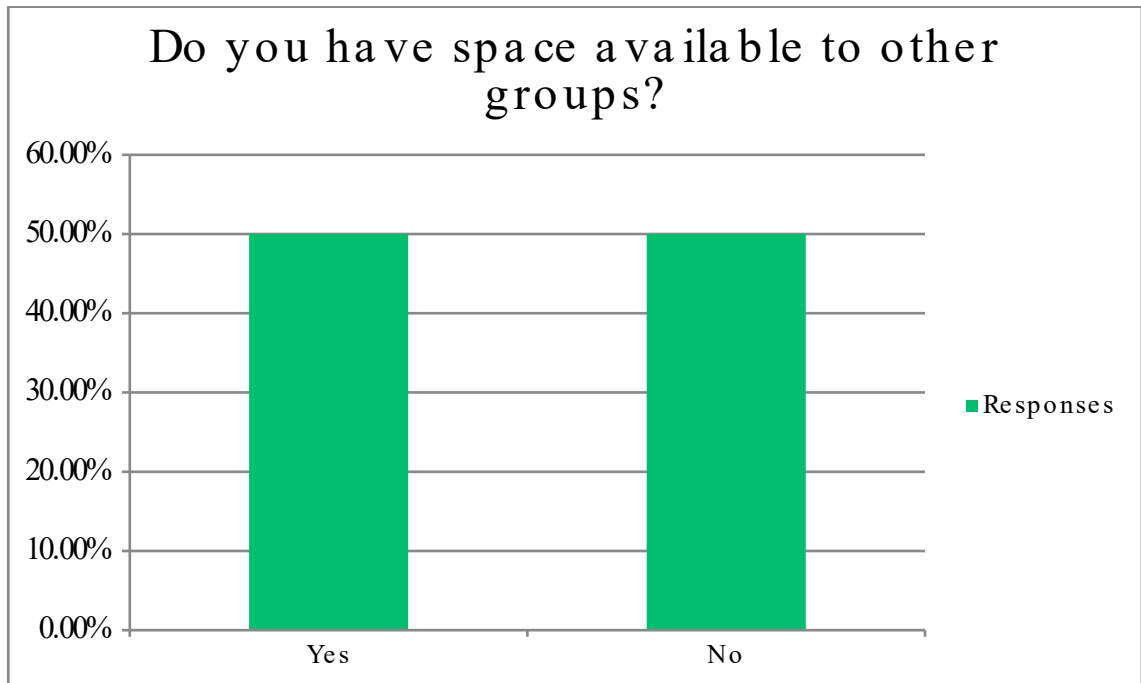


Chart 10: Surplus space

Organizations with group meeting space include: African Diaspora Home School Co-op, Key Learning Consultants, Shiloh Baptist Church, Union Lutheran Church, West Manchester Township Police, Wm Goodridge Freedom Center, YMCA of York, York County Bar Assn., YCCF, YCEA, York History Center, JCC and YWCA York.

Roadblocks/Gaps

The assessment asked, “*What are some of the roadblocks you face in serving your targeted population, if any?*” Responses included:

Marketing

Time constraints

Fear

Lack of understanding

Language barriers

Organization budget

Many individuals do not report or know the CYHRC exist so they do not know where to report

Need a Director

More active members

Staffing and training

Funding

Low socio-economic status

Cultural differences

Apathy

Lack of education

Not being able to be everywhere because there aren't many people who can help

Transportation

Lack of staff

Apathy and commitment of leadership

The assessment asked, “*What would enable you to overcome the roadblocks?*” Responses included:

- *Marketing and education*
- *Increase Spanish speaking employees*
- *Improved customer service*
- *More outreach as well as continuing to attend events and meetings*
- *Add staff*
- *Training*
- *Funding*
- *Too much red tape or paper work to provide funding.*
- *Community relations and partnerships*
- *Donations and sponsors*
- *Canvassers and flyer distributors and tablers (more volunteers who could do those activities or funds to pay individuals to do them)*
- *More financial housing assistance and more affordable housing*
- *A strong plan*
- *Solid leadership*
- *Understanding and listening to the needs and wants of residents of all ages*
- *The ability to offer programming free, if an organization couldn't pay.*

The assessment asked, “*What work are you currently not doing that would be of benefit to the community?*” Responses included:

- *Parenting classes*
- *Servant leadership*
- *Outreach in the areas of diversity*
- *Supporting overall community conversations*
- *More connections*

-
- *Art wellness*
 - *Art Therapy*
 - *Community Art in the schools*
 - *Community programs*
 - *More educational and anti-racism training events*
 - *Producing curriculum, posters, or other publications*
 - *We could do so much more to help diverse community members feel connected this community's history if we could place more emphasis on making more community connections*
 - *Offering free services*
 - *Continue pushing forward*

The assessment asked, *“What racial justice gaps have you found in the community that need to be filled? Responses included:*

- *The issue I have is the constant attempt by organizations to "change' people.” Let us assume people will not change. What do we do about that then is the question that needs answering.*
- *Socio economic barriers.*
- *Holding individuals who discriminate accountable for treating others unfairly.*
- *I think there is an overall lack of developed networks offering a unified message on how to address the harms the community has endured and endures.*
- *I think there are gaps where programming could be brought into all York City neighborhoods.*
- *Financial equity*
- *More racial justice training for boards and companies*
- *Employment*
- *Access to resources*
- *There is need to engage the community who live in York City in the cultural events that represent their needs and interests.*
- *Racial understanding, cultural sensitivity, diversity training, and economic/academic equity*
- *Confronting racism publicly*
- *Blacks & Hispanics in every board room*
- *Historical education, systemic racism, and white privilege awareness*
- *When groups train CEOs and board members, they do not necessarily introduce or encourage them to seek to incorporate racial justice in their missions and policies in ways*

that would acknowledge and try to educate people about structural racism and how to address, reduce, or dismantle it.

- *Economic equality is the number one of many other issues in this community.*
- *Lack of minorities in the legal profession and in leadership roles*
- *Inequities in leadership and workforce*
- *In our history related work, we are painfully aware that the full community story hasn't been told for decades. We strive to surface more of our histories and share those side by side with all histories.*

The Value of Partnerships

All of the individuals and organizations that completed the assessment stated they are interested in partnering with other organizations.

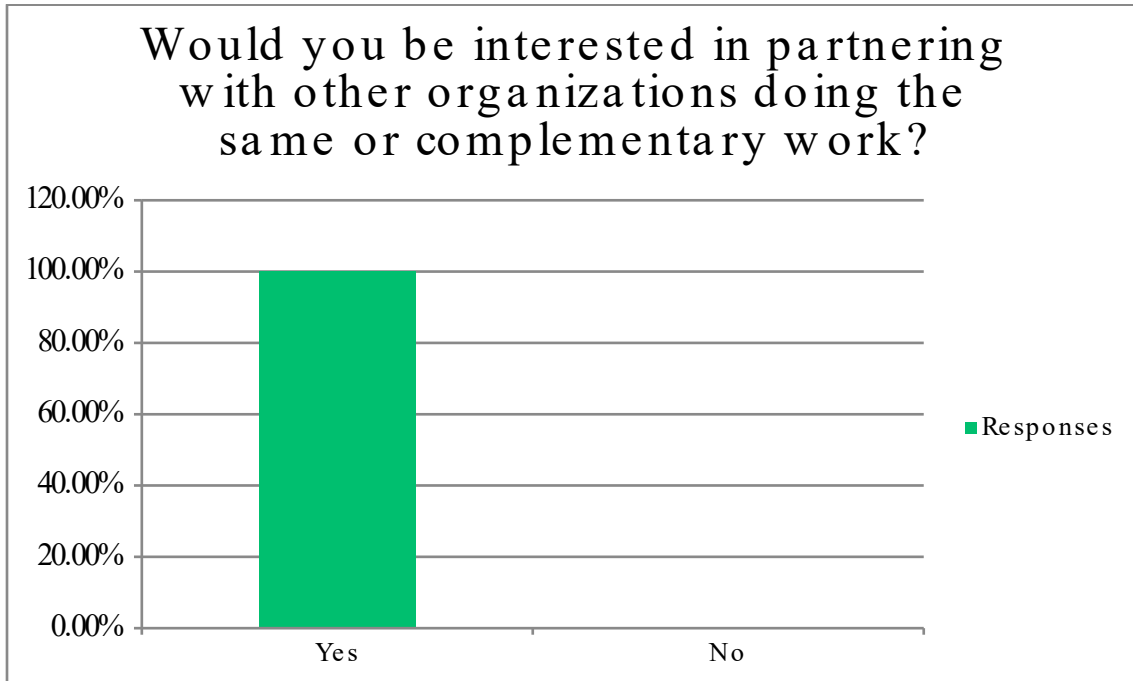


Chart 11: Interest in Partnerships

The organizations included in the assessment report they currently partner with the following:

- ALLVETS
- Better York
- Casa
- Children's' Aid Society
- Cornerstone Baptist Church
- Cultural Alliance
- Downtown, Inc.
- Equality Fest
- Family First Health
- HACC York
- Latinos Unidos
- LifePath Christian Ministries
- Literacy Council
- Martin Library
- Penn State York
- Pennsylvania Human Relations Commission
- Rep. Carol Hill Evans
- South Central PA Genealogical Society
- St. Mathews Lutheran Church
- Union Lutheran Church

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- United Way of York County
 - Windy Hill Senior Center
 - York Civil War Roundtable
 - York College of PA
 - York County
 - York County Community Foundation
 - York County School Districts
 - Zion UCC

Section 5: Ways in Which to Use the Assessment

Using This Data to Strengthen Our Community

The RJCA was designed to understand the current, racial justice services available, where there are gaps, and opportunities to enhance coordination and effectiveness among organizations doing racial justice work in York, Pennsylvania.

The RJCA was also designed to strengthen unity and collaboration among organizations involved in racial justice work; therefore, this report was written to share the information collected with the York community.

- The contact information for each respondent is provided for you to use to refer people for programs and services, to reach out for their expertise and training, to learn more about ways to partner to build broader coalitions across York County.
- If you or your organization is considering providing programs and services to fill gaps in our community, consider inviting representatives from organizations identified in the RJCA to the table during your planning phase.
- Consider holding a community meeting or event at one of the organizations that has surplus space.
- Invite a speaker to your next board meeting or organization's leadership meeting to learn more about their programs and services.

-
- Look for grant partners among those organizations listed in the RJCA.
 - Create an address book of these organizations and invite them to your upcoming community events.

The Racial Justice Community Assessment was developed by Dr. Monea Abdul-Majeed, YWCA York's Racial Justice Coordinator, and funded by the York County Community Foundation (YCCF). A special thank you to the YCCF for their support.

To request to have your information be included in the next update, contact Dr. Monea Abdul-Majeed at mabdul-majeed@ywcayork.org