

GRPC Community Accountability Action Plan

Created: 6/15/2020 Adopted: 6/23/2020 Updated: 6/29/2020

Action Item #1:	The Grand Rapids Pride Center (GRPC) will end all existing relationships with the Grand Rapids Police Department (GRPD) and other local law enforcement agencies. Additionally, GRPC will not utilize the GRPD or any other local law enforcement agencies at any GRPC events or initiatives, including Grand Rapids Pride Festival. This will be communicated to GRPD through a letter to GRPD Chief of Police.				
Created Date	Responsible	Due Date	Completed Date	Updates/Notes	Status
6/15/2020	Thomas Pierce, Jazz McKinney, Regina Salmi, Lucy Dyer-Joswisk	6/30/2020			In Progress
Action Item #2:	GRPC staff, Board of Directors and interns will undergo racial justice & sensitivity training once per year. To be contracted externally with a local community knowledge expert.				
Created Date	Responsible	Due Date	Completed Date	Updates/Notes	Status
6/15/2020	Thomas Pierce, Jazz McKinney	7/31/2020		Trainer identified, waiting on available times/dates.	In Progress
Action Item #3:	GRPC Board of Directors will schedule & hold quarterly listening sessions to engage and receive feedback from specific populations of marginalized community members. The purpose of the listening sessions will be to hear from community members on how GRPC can better serve unrepresented LGBTQ+ populations. 2020 listening session dates: August 24, 2020 & November 9, 2020.				
Created Date	Responsible	Due Date	Completed Date	Updates/Notes	Status
6/15/2020	Thomas Pierce, Lucy Dyer-Joswick, Jennie Mills, Anne Hertl, Charissa Huang	12/31/2020		August date needs to be finalized due to BOD meeting being rescheduled. Planning meeting to be scheduled by June 30, 2020.	In Progress
Action Item #4:	GRPC will create a process for identifying Community Knowledge Experts (CKE) to contract with for organizational development and community engagement. GRPC will also develop a compensation structure for contracted CKEs.				
Created Date	Responsible	Due Date	Completed Date	Updates/Notes	Status

6/23/2020	Thomas Pierce, Anne Hertl, Jazz McKinney	7/31/2020		Planning meeting to be scheduled by 6/30/2020.	In Progress
Action Item #5: GRPC will update its organizational handbook to include policies & procedures regarding contracting with outside vendors. This will include language and guidance surrounding GRPC requiring vendors to already have undergone cultural sensitivity training and/or have experience in working with the LGBTQ+ and intersecting communities. GRPC will continue to prioritize vendor relationships with LGBTQ+ and/or BIPOC businesses.					
Created Date	Responsible	Due Date	Completed Date	Updates/Notes	Status
6/23/2020	Thomas Pierce, Lucy Dyer-Joswick, Charissa Huang	10/31/2020		Planning meeting to be scheduled by 7/10/2020.	In Progress
Action Item #6: GRPC will update its Board of Directors on-boarding paperwork to including a commitment to self learning and development. To be signed by current Board of Directors members as well as any future members, the document will require members of the GRPC Board of Directors to engage in actions and direct practices that facilitate self learning and development so GRPC may better serve its LGBTQ+ communities as well as all intersecting communities.					
Created Date	Responsible	Due Date	Completed Date	Updates/Notes	Status
6/15/2020	Thomas Pierce, Anne Hertl	8/31/2020		Planning meeting to be scheduled by 7/10/2020.	In Progress
Action Item #7: GRPC will develop a Community Accountability Advisory Committee to ensure that, as an organization, GRPC is responding to community incidents, events and concerns in a timely and culturally-sensitive manner. Requirements of the Community Accountability Advisory Committee will include a diverse make-up of representation, including gender identity, sexual orientation, race, disability-status, and socioeconomic status.					
Created Date	Responsible	Due Date	Completed Date	Updates/Notes	Status
6/23/2020	Grand Rapids Pride Center staff & Board of Directors	9/30/2020		Added to July 2020 BOD agenda for discussion and planning.	In Progress

Action Item #8:	<p>No Police at Pride. GRPC is committing to not contract with or utilize the Grand Rapids Police Department or any other local law enforcement agency at any future Grand Rapids Pride Festival or festival-related event. This will be communicated to Grand Rapid Chief of Police via formal letter.</p> <p>GRPC will contract with outside vendors to provide safety and security services. Any contracted outside vendor will be held to requirements determined by Action Item #5.</p>				
Created Date	Responsible	Due Date	Completed Date	Updates/Notes	Status
6/23/2020	Thomas Pierce, Jazz McKinney, Regina Salmi, Lucy Dyer-Joswisk	6/30/2020		In development	In Progress
Action Item #9:	<p>GRPC will include in all statements related to its commitment to racial equality and the dismantling of systematic racism in our community that Black Lives Matter and Black Trans Lives Matter.</p>				
Created Date	Responsible	Due Date	Completed Date	Updates/Notes	Status
6/23/2020	Grand Rapids Pride Center staff & Board of Directors	On Going			In Progress
Action Item #10:	<p>GRPC will begin actively recruiting members for its Board of Directors. GRPC is committed to avoiding tokenization and emotional labor abuse of the BIPOC community. In an attempt to break the homogeneous cycle of typical Board recruitment and avoid tokenization, Board of Director applications will be open to the public where we will be seeking diverse community members who are active and ready to be engaged in helping to move our organization forward with change.</p> <p>GRPC will integrate its Board of Directors application into its website to ensure it is easily accessible to any member of the community who wishes to apply. Click here for GRPC Board of Directors Application.</p>				
Created Date	Responsible	Due Date	Completed Date	Updates/Notes	Status
6/23/2020	Grand Rapids Pride Center staff & Board of Directors	Online Application Creation Due Date: 6/30/2020 Board Recruitment Due Date: Ongoing		BOD application website application in development.	In Progress
Action Item #11:	<p>GRPC will make a financial contribution of \$100 per month to the Trans Sistas of Color Project- Detroit through the end of 2020. Additionally, GRPC will request that all committed Grand Rapids Pride Festival 2020 sponsors make a financial contribution of at least \$100 to the Trans Sistas of Color Project- Detroit or The Okra Project.</p>				
Created Date	Responsible	Due Date	Completed Date	Updates/Notes	Status

6/23/2020	Thomas Pierce & Anne Hertl	12/31/2020		Communication planning meeting to be scheduled by 6/30/2020.	In Progress
Action Item #12:	GRPC will request that the Grand Rapids Police Department's budget be reduced from 39% to 32%, allowing approximately 9 million dollars to be reallocated to public services for communities of color. GRPC will request that the Grand Rapids City Commission start the process removing any requirement that any percentage of the City of Grand Rapids budget be spent on policing. Requests will be sent to each Grand Rapids City Commissioner individually as well as the Grand Rapids Mayor and Grand Rapids City Manager.				
Created Date	Responsible	Due Date	Completed Date	Updates/Notes	Status
6/23/2020	Grand Rapids Pride Center staff & Board of Directors	6/30/2020	6/29/2020	Communication sent via email due to City Commission meeting scheduled for 6/30/2020.	Completed