



Spartanburg Racial Equity Collaborative
2021-2022 Strategic Plan

The Spartanburg Racial Equity Collaborative

History

The Spartanburg Racial Equity Collaborative (SREC) formed after over 18 months of discovery and learning. Two simultaneous events in summer 2018 served as the primary catalysts for the formation of SREC: the release of the Spartanburg Racial Equity Index (commissioned by the Spartanburg Community Indicators Project) and attendance in the Racial Equity Institute Phase 1 workshop by four members of the Road to Better Health coalition. Since then, over 300 people have participated in the Racial Equity Institute's Groundwater workshop, 125 people have attended the two-day Phase 1 workshop, and hundreds of Spartanburg's community members have read the Racial Equity Index. This deepening of understanding and connection led to a desire to bring more people along on the journey. In January 2020, representatives of the following organizations began meeting to discuss how they could help achieve racial equity in Spartanburg County.

- Chapman Cultural Center
- City of Spartanburg
- First Presbyterian Church
- Mary Black Foundation
- One Spartanburg, Inc.
- ReGenesis Healthcare
- SC Department of Health and Environmental Control, Region One
- Spartanburg Academic Movement
- Spartanburg County
- Spartanburg Housing
- Spartanburg Regional Foundation
- Spartanburg Regional Healthcare System
- Spartanburg School District 7
- The Spartanburg County Foundation
- United Way of the Piedmont
- University of South Carolina Upstate
- Wofford College

In summer 2020, the SREC was formed and this strategic plan was developed. In addition to representatives from the SREC Steering Committee, feedback and input was gathered through Work Groups comprised of over 40 people who had participated in the Racial Equity Institute's Phase 1 workshop and through a focus group with grassroots community leaders.

The Spartanburg Racial Equity Collaborative

Vision: Spartanburg is a community that no longer accepts racial inequities brought on by a legacy of systemic discrimination and unjust practices.

Mission: Eliminate racial inequities in Spartanburg County through racial healing and systems change.

Values:

- **Humility:** We value humility in accepting the truth of structural racism, the vulnerability of acknowledging each other's pain, forgiving each other's failings, and accepting the vast work we are called to do.
- **Accountability:** We value accountability that allows us to reconcile the past and binds us to our resolve, requiring continuous, measurable improvement to prevent the complacency of dialogue and justifies investment in our work.
- **Trust:** We value trust in each other and an authentic commitment to a mutual understanding of lived experiences to foster empathy and alleviate the anxiety of change.
- **Community:** We value the engagement of individuals to deepen personal relationships, enable mindfulness, and nurture racial healing in a community where all are empowered to thrive, and everyone's humanity is celebrated.
- **Hope:** We value hope that is rooted in achievements of progress and guarded by realism that transformational work is a journey that justifies immediate action, but whose achievement requires persistence that only hope can sustain.

Strategic Imperatives and Goals:

1. Advance Awareness, Education, and Training

- *Goal #1:* Increase the number of community members who participate in education and training that aligns with racial equity efforts in Spartanburg County.

2. Foster a Culture that Allows for Authentic & Transparent Dialogue

- *Goal #1:* Increase the number of opportunities for community members to engage in dialogue.
- *Goal #2:* Increase the number of community members who engage in community dialogue.

3. Advocate for Equitable Policy and Systems Change

- *Goal #1:* Increase the diversity of race, ethnicity, and perspective in organizations.
- *Goal #2:* Increase the number of organizations that are looking internally at their own policies and systems that contribute to racial inequities.
- *Goal #3:* Increase the number of policy and systems changes that are implemented to advance racial equity.

4. Enhance Equity-Stratified Data and Evaluation

- *Goal #1:* Increase the capacity of Spartanburg County to use data to promote and advance racial equity.
- *Goal #2:* Increase the use of data to develop concise narratives that build consensus around the need for change and the benefits of racial equity to the entire community.

5. Ensure Equitable Response to the Global Pandemic

- **Goal #1:** Align current and new recovery efforts to advance racial equity by prioritizing those who have been most impacted by the health and economic crisis.