



JUST COLLABORATION

Lawrenceville United

FINAL REPORT MAY 2018



OUR PARTNERSHIP

Lawrenceville United hired Just Collaboration for the first part of a multi-year initiative from January-May 2018 to focus on Lawrenceville United's values, specifically diversity and inclusion.

Through a joint planning committee Just Collaboration provided a diversity and inclusion statement, design customized pieces of training for Staff and Board of Directors, and deliver an external diversity and inclusion community survey.

OUR ACHIEVEMENTS



PLANNING COMMITTEE

Created Joint
Planning Committee
comprised of
Lawrenceville United
Staff and Board



COMMUNITY SURVEY

Collaborated with
Joint Planning
Committee,
administer survey to
Lawrenceville
community



CUSTOMIZED TRAININGS

Delivered training to
LU Staff, LU Board,
Lawrenceville
Corporation Joint
Training, and Implicit
Bias Training for
Lawrenceville
Residents



PLANNING COMMITTEE

Commitment Statement

LAWRENCEVILLE UNITED COMMITMENT



"We further acknowledge that historically Lawrenceville United has perpetuated and failed to address racial disparities and discrimination."

The purpose of issuing a public statement committing to the work of addressing racial disparities in Lawrenceville is two-fold. First Lawrenceville United wants to publicly acknowledge their historical role in creating inequity.

Secondly, Lawrenceville United wants to be held publicly accountable in creating an inclusive organization across Staff, Board of Directors and Membership that is representative of the diversity Lawrenceville has to offer.



COMMUNITY SURVEY

what matters to residents



42

Number of days survey
was officially open to
residents from March
7, 2018 to April 18, 2018

389

Total number of paper
and electronic surveys
completed by
Lawrenceville
residents

187

Number of self-
identified
Lawrenceville United
Members who
completed the survey

“

TO MAKE MY NEIGHBORS, NO
MATTER WHAT THEIR
BACKGROUND, FEEL

WELCOME

”

Average Respondant



- Home Owner
- 2-5 Year Resident
- Not a Lawrenceville United Member
- Central Lawrenceville or 9th Ward (40th Street to Stanton Ave)



- Non-Hispanic
- 25-34 years old
- White Woman
- United States

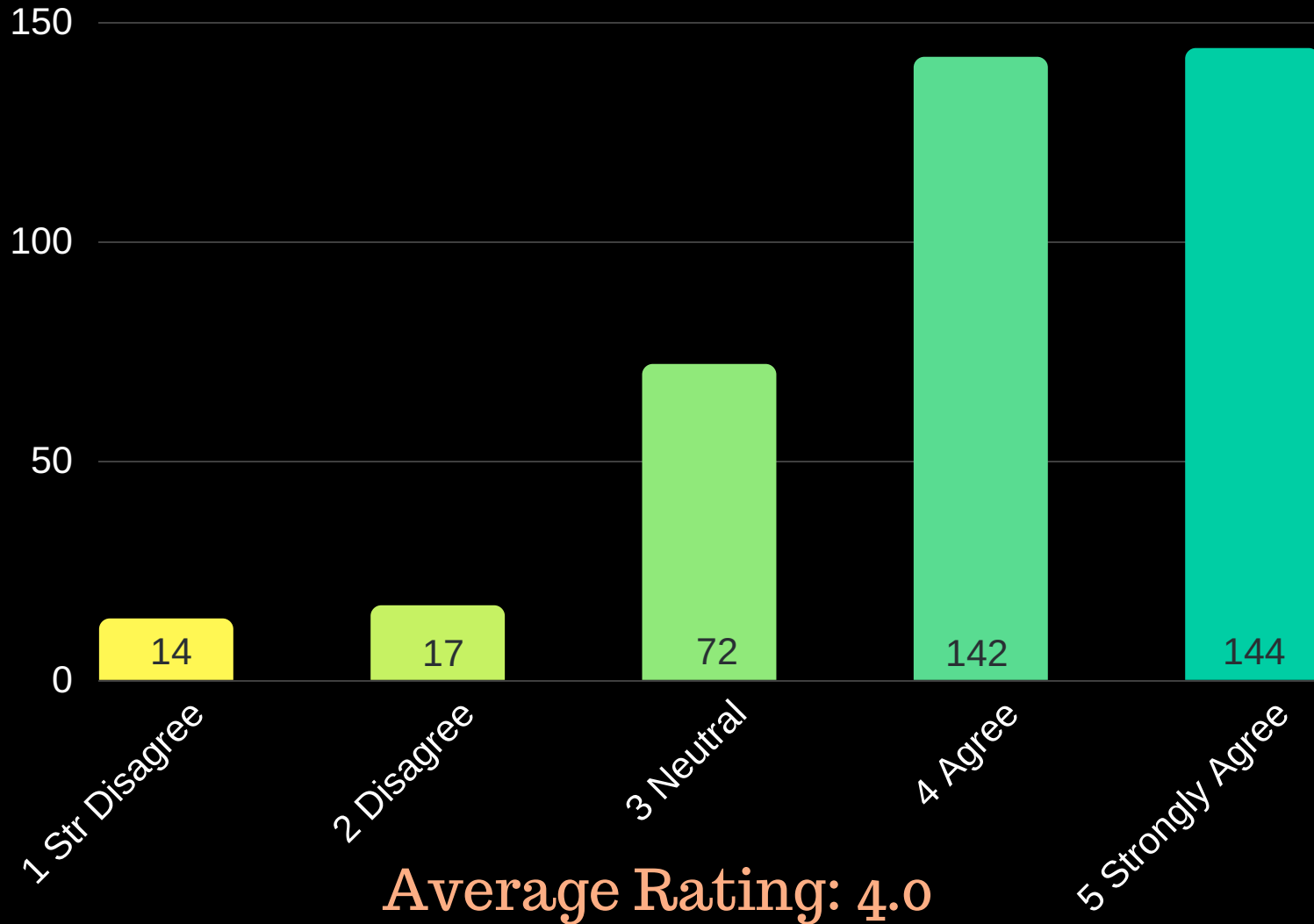


- Drive
- Walk

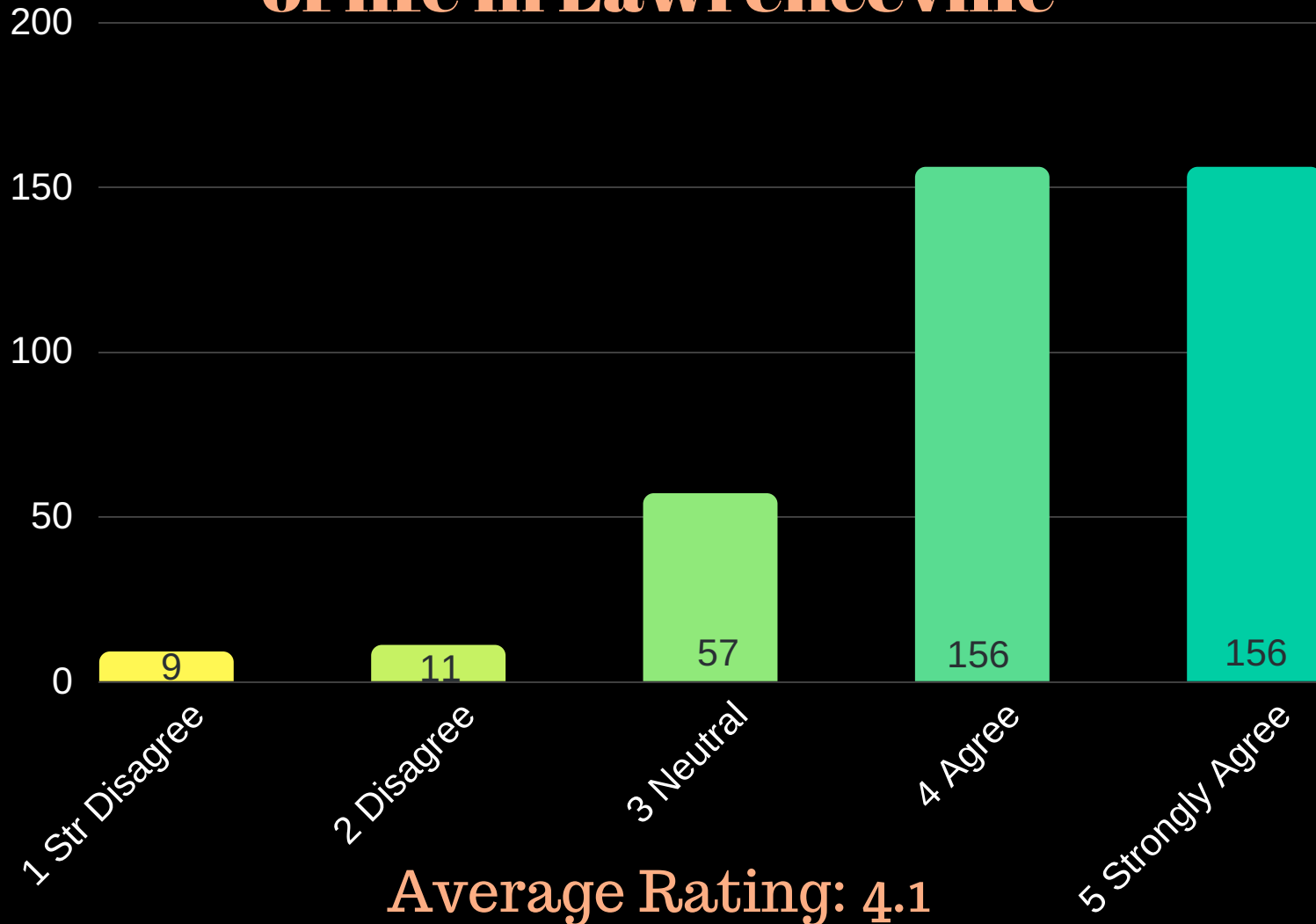


\$50,000-\$75,000

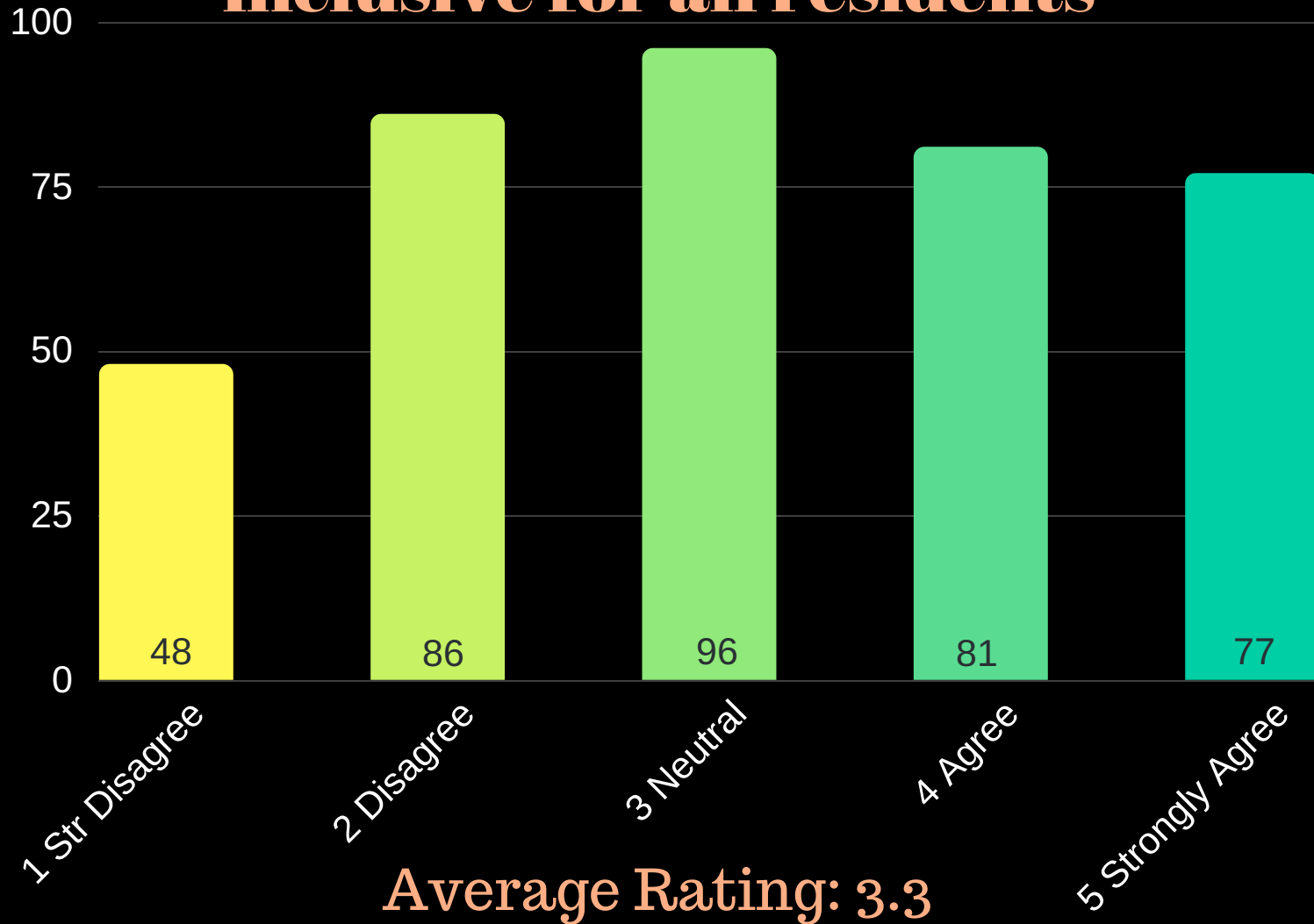
I feel welcome in Lawrenceville



I experience a good quality of life in Lawrenceville



I believe Lawrenceville is inclusive for all residents



“

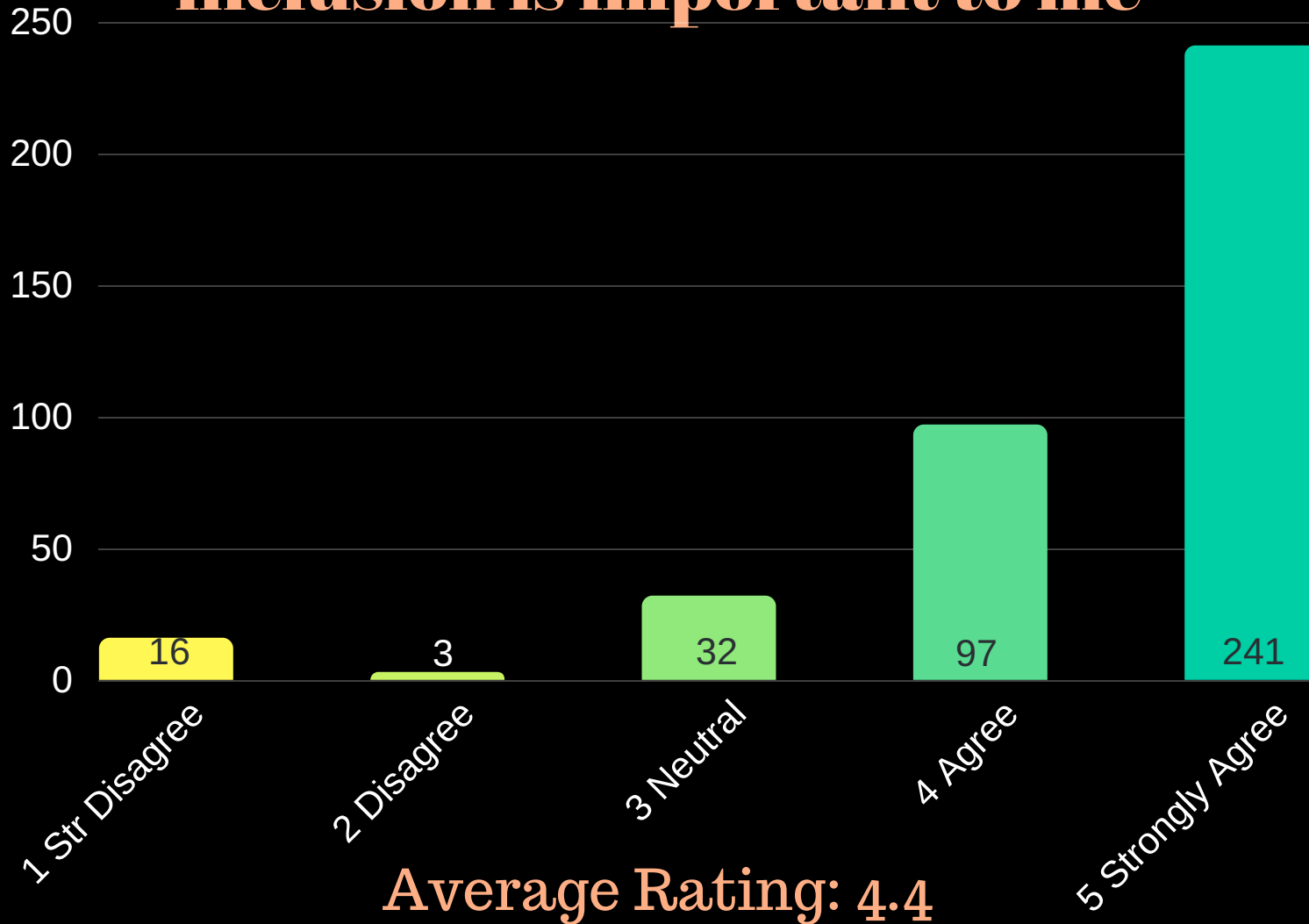
WE ALL NEED TO FIND THE WAYS
WE CAN INFLUENCE ALL OF THE
GROUPS AND SPACES WE FIND
OURSELVES IN TO MAKE
LAWRENCEVILLE AND BEYOND

MORE JUST

AND INCLUSIVE, PARTICULARLY
AROUND RACE.

”

Living in a neighborhood that values inclusion is important to me



“

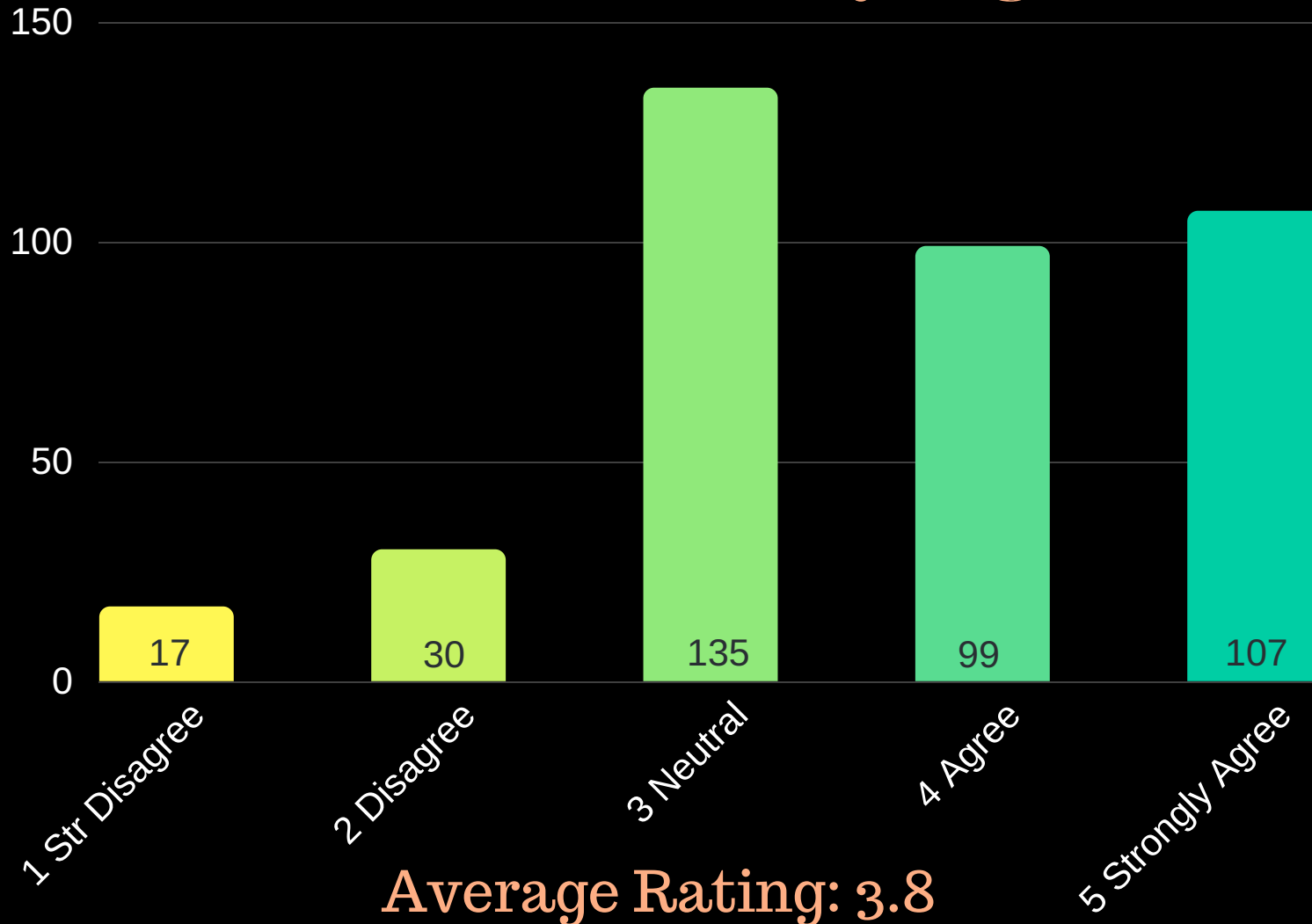
BE FAIR

**BUT REALIZE SOME PEOPLE WILL
NEVER CHANGE.**

”

I feel comfortable going to Lawrenceville

United for concerns about my neighborhood



DISAGREE

I BELIEVE LAWRENCEVILLE IS INCLUSIVE FOR ALL RESIDENTS

Residents between ages 25 to 34 totaled 28% of all survey respondents and cited **disagree** whereas 71% of other respondents are **neutral** that Lawrenceville is inclusive for all

NEUTRAL

LIVING IN A NEIGHBORHOOD THAT VALUES INCLUSION IS IMPORTANT TO ME

White residents totaled **80%** of all survey respondents and cited **neutrality** whereas **10%** of other racial categories cited that they **agree** that **incusion is important** to them

AGREE

I FEEL WELCOME IN LAWRENCEVILLE

Over 85% of all survey respondents **agree** that they **feel welcome** in Lawrenceville



CUSTOMIZED TRAININGS

Impact | Values | Action

STAFF

- **Increase opportunities** for board and staff to **engage** with each other in **areas of diversity and inclusion**
- **Jointly define values** and what they mean
- **Discuss** how **diversity and inclusion** can be used within programs to **fully represent the Lawrenceville community**
- **Increase tools for staff**

LU & LC

- **Access opportunities to role-play** scenarios with residents and businesses **as it relates to diversity and inclusion**
- **Jointly design next steps moving forward**

BOARD

- **Increase opportunities** for board and staff to **engage** with each other in **areas of diversity and inclusion**
- **Jointly design a shared vision for Lawrenceville**
- **Increase tools for board and staff**



FINAL RECOMMENDATIONS

Next Steps

SURVEY

TRAININGS

JUST COLLABORATION

- Sponsor **Neighborhood events** about diversity
- Get **baseline data** and then **re-assess regularly**
- **Set clear goals** and timeline to review
- Work with **community partners** who do this kind of work (dealing with gentrification) **to come up with solutions**
- Bring back the **welcome wagon**
- **Set goals and achieve them**
- **Determine** if LU **work plan** is **reflective of LU values**
- **Ongoing dialogue** between residents about power **based on seniority** and time spent living in Lawrenceville
- **Define** what **"diversity"** and **"inclusion"** mean for LU
- Work internally on **membership recruitment** and **Board development**
- **Define goals**, set S.M.A.R.T. benchmarks, and **review regularly**

PARTNER RECOMMENDATIONS



PITTSBURGH PLAYBACK THEATER

International form of storytelling utilized in over 50 countries that seeks to build and strengthen communities built on the values of inclusiveness



WAREHOUSE CONSULTING

Inter-disciplinary, research based firm that provides expertise in taking action that leads to social innovation



BAYER CENTER FOR NONPROFIT MANAGEMENT

Provides effective and practical management and governance tools to strengthen nonprofit missions

An aerial photograph of a city neighborhood at night, featuring numerous houses with lit windows and streets. The entire image is covered with a semi-transparent blue filter. The text is overlaid on this background.

THANK YOU
for your partnership
JUST COLLABORATION LLC

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