

### **People and Organizations Who Supported & Lead Us:**

- Brittany Hernandez - provided anti-oppression trainings for our interns in 2015 and consulted on New Era's program, making it more accessible.
- Janiece Mackey - provided anti-oppression trainings for our fellows in interns throughout 2019 (2018?)
- [Angell Pérez](#) - worked with New Era to develop a DEI team, determine priorities, and timelines, provide two trainings for our base staff, provide healing spaces for base staff of color, and provide strategic guidance to the organization in the development of program plans, personnel policies, and an Equity Strategic Plan.
- [The Equity Project & Nita Mosby Tyler](#) - worked with New Era to assess the strategic direction of the organization, its current work with DEI, establish a shared definition of equity, and development of an equity blueprint.
- [Regan Byrd](#) - works with New Era in 2020 to provide anti-oppression trainings for our staff throughout the year
- [Vision Change Win](#) - working with New Era in 2020 to provide de-escalation and field safety trainings to our staff through the lens of community safety.
- [Soul2Soul Sisters](#) - providing Facing Racism trainings that our non-Black staff attend, as well as working in partnership to inform the development of our civic engagement and reproductive justice work
- The Management Center - provides regular trainings about equity in management and provides trainings specifically for managers of color
- Black Organizing for Leadership and Dignity - provides deep organizing retreats for Black organizers to be able to bring their skills back to their organizations in order to bring our work closer to liberation
- Black Momentum - provides intensive training for Black organizers and activists

### **The work done by Black folx on staff over the years:**

- Providing a stipend to offset the cost of living in Denver while participating in our internship
- Transforming the unpaid internship into a paid fellowship for 2020
- Created dedicated space for PoC fellows in our abortion organizing program
- Updated training curricula to explicitly include intersectional content
- Infusing messaging with anti-racist language
- Annual Youth Activists for Abortion Access Summit that specifically centers WoC and LGBTQ+ folx
- Partnership with Soul2Soul Sisters to further inform the development of our civic engagement and reproductive justice work
- Instituted regular feedback mechanisms for folx on the front lines to inform planning
- Requiring anti-oppression training for all staff members
- Requiring Facing Racism for all non-Black, base staff members
- Developed a Reparations Policy

### **The work done by non-Black PoC on staff over the years:**

- Created dedicated space for PoC fellows in our abortion organizing program
- Updated curricula to explicitly include intersectional content
- Annual Youth Activists for Abortion Access Summit that specifically centers WoC and LGBTQ+ folx

### **Other work done by New Era over the years:**

- Development and expansion of the high school pre registration program to reach more young people, specifically Latinx communities

- Reduce working hours for organizers in 2020
- Development of new personnel policies in 2019 and 2020
- Decentralized budgeting process so staff closest to the front lines are defining their own needs
- Improve accessibility of our resources through translation, resources for Deaf and Hard of Hearing folk to communicate with non-ASL signing staff, and intentional website design
- Identity survey that is in line with anti-racist principles
- Caucus groups to provide spaces for healing, learning, and accountability
- Minimum pay of \$15/hour
- Developed equity blueprints for each department within New Era
- Interviewing and hiring with intention around DEI
- personal computers
- Expansions to our benefits offerings to employees that strives to set them up to take care of themselves, grow as professionals and live happy, healthy, comfortable lives
- Transparent salary bands policies based on comparative nonprofits in Colorado
- Increase pay across the organization to align with salary bands and our values

## **Educational Resources**

[Catalyzing Liberation Toolkit](#)

[White Privilege: Unpacking the Invisible Knapsack](#)

[The Combahee River Collective Statement](#)

The Revolution Will Not be Funded: Beyond the Nonprofit Industrial Complex

[Me and White Supremacy by Layla F. Saad](#)

[The Master's Tools Will Never Dismantle the Master's House by Audre Lorde](#)