



Section	
Section: OPERATIONS	Antiracism Framework and Plan
Date Approved: August 18, 2025 Date Revised:	

Introduction

Kingston Literacy & Skills recognizes that racism—structural, institutional, and interpersonal—is a persistent issue in society and within the nonprofit sector. As an organization committed to equity, justice, and inclusion, we have developed an Antiracism Framework to guide our operations toward becoming and remaining an anti-racist organization.

Vision

To create an organizational culture within KL&S where equity and anti-racism are embedded in all of our operations, decision-making processes, and service delivery, thereby fostering a more just and inclusive community.

KL&S Antiracism Framework

KL&S will demonstrate commitment to antiracism through practices and policies as an <i>Employer</i>	KL&S will emulate antiracism in our practices and services as a <i>Service Provider</i>	KL&S will actively engage in creating an antiracist community culture as a <i>Community Partner</i>
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Key Action Areas to Achieve our Vision:

1. Operational Policies and Practices

- Conduct an organizational racial equity audit of operations including HR policies and procedures, pay equity, volunteer engagement, and communication channels and strategies to identify areas for improvement.
- Implement a recurring continuous improvement schedule to review and revise operational policies and practices.

2. Leadership and Governance

- Engage the KL&S Board of Directors EDI Committee as partners in antiracism evaluation and strategy.
- Ensure board recruitment reflects the diversity of the communities served.

3. Staff Training and Capacity Building

- Provide mandatory, recurring anti-racism and implicit bias training for all staff and board members.
- Develop professional learning plans that include readings, discussion groups, and guest speakers.

4. Program Design and Service Delivery

- Provide instructors with resources, time, materials and support to ensure services, curriculum and instructional practices are culturally responsive and accessible to all.
- Integrate antiracism feedback mechanisms into program evaluation.

5. Community Engagement and Partnerships

- Build authentic relationships with BIPOC-led community organizations in order to co-create solutions and policies.
- Share power and resources equitably with partner organizations.

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Timeline

Phase	Timeline	Actions
Phase 1	Months 1–4	Conduct assessment, engage EDI committee, launch initial staff professional development training
Phase 2	Months 5-8	Revise policies, evaluate Board recruitment, support staff in creating classroom culture
Phase 3	Months 9-12	Seek feedback and evaluation, engage community, publish progress
Ongoing	Year 2+	Continuous evaluation, training, and accountability

Resources Needed

- Budget allocation for trainings and consultants
- Time and staff capacity for committee work and audits
- Technology for surveys and data collection

Evaluation & Reporting

Accountability and progress will be tracked through:

1. Quarterly updates to the Board of Directors via the EDI Committee
 2. Updates on equity and antiracism to the membership and public via the KL&S Annual Report.
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