



## EQUITY IN THE PROFESSION OF COMMUNITY DEVELOPMENT IN DETROIT

### VISION

We envision that Detroit's community development field including Community Development Organizations and Grass Roots Organizations as well as other allied organizations, will be continuously led through a strong and consistent pipeline of well prepared leaders and professional practitioners, who reflect Detroit's racial and ethnic diversity and the values of community development. Through a racially equitable leadership and professional development system, Detroiters of color will be guided and supported through long-lasting community development careers, through accessible education and training programs, apprenticeships, mentorships and well-compensated work. As a result, Detroit's community development sector will thrive and these principles and practices will help to create powerful, vibrant, healthy, economically and racially inclusive neighborhoods in every part of Detroit.

### GOALS

Community Development stakeholders in Detroit will collaborate to create pathways to community development careers and leadership roles. We will do this by eliminating the traditional barriers of institutional racism, and creating new pathways, on behalf of Detroiters of color – especially African American Detroiters - thereby generating effective and sustainable community development organizations and grass roots organizations led by people of color who are working to create vital Detroit neighborhoods.

- ✓ Create **equitable community development career pathways** for **young Detroiters of color** (ages 14-24), **Detroit residents of color and** other professional Detroiters, through partnerships with the City of Detroit, various CDOs, nonprofit support organizations, the public schools and higher-education institutions.
- ✓ **Create mechanisms for professional development and ongoing support** for existing community development professionals to increase retention and tenure in the larger field of community development.
- ✓ Generate **strategies to encourage and increase the mobility** of community development practitioners through both lateral and upwardly mobile work in the allied sectors of philanthropy, government, education and business.
- ✓ **Significantly increase compensation and benefits** for all professional community development practitioners at entry, mid and senior levels.
- ✓ **Develop and support volunteer resident neighborhood leaders** of all ages, to enable them to play impactful leadership roles with CDOs and GROs, in transforming Detroit neighborhoods.



#### **AN INITIATIVE OF:**

#### **ONLINE:**

