

PRICE
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PROGRAMS, PRACTICES, AND POLICIES FOR RACIAL EQUITY

CONTEXT & TERMS

About Price Hill Will

PHW is a non-profit 501(c)(3) comprehensive community development corporation serving the East, West, and Lower Price Hill neighborhoods of Cincinnati. PHW has a volunteer Board of Directors and paid full-time / part-time staff.

Mission Statements

- **Price Hill Will's** mission is to create systemic change in Price Hill through equitable physical, civic, social, and economic development that improves the quality of life for all families in our community. We help residents, particularly residents with lower income or formal education levels, immigrants, and BIPOC, build on their assets and gain skills as we connect them with resources to improve their quality of life.
- **MYCincinnati's** mission is to use ensemble-based music as a vehicle for youth development and community engagement by providing children with access to free, intense, high-quality music education. MYCincinnati is a program of Price Hill Will.

On white supremacy and anti-racism

We live in deeply entrenched, interlocking systems of white supremacy that prioritize and value white people, white culture, and white perspectives over those of Black, Indigenous, and People of Color, immigrants, and refugees. No workplace, community, or group of friends is immune to the insidious forces of white supremacy,

including our own. Price Hill Will is committed to a life of reflection and evolution, and to a generations-long struggle for racial equity in our community. This commitment starts within our organization, and we do that by implementing anti-racist practices and policies wherever possible, at all levels.

On “Diversity, Equity, and Inclusion”

Equity is a condition where all people have what they need to thrive. **Diversity** is one consequence of **inclusive** and equitable practices and policies. Price Hill Will strives to create a more equitable community and uses inclusive, anti-racist practices as an important part of its strategy.

OVERVIEW OF PRIMARY PROGRAMS & INITIATIVES

MYCincinnati (Music for Youth in Cincinnati)

- MYCincinnati is a free, daily youth orchestra program for 100+ children in Price Hill. The program is tuition-free and all instruments are provided without charge. Students are engaged in intensive musical programming for 2 hours every weekday, and have the opportunity to learn violin, viola, cello, double bass, flute, clarinet, oboe, bass clarinet, bassoon, percussion instruments, and guitar.
- MYCincinnati is inspired by El Sistema, a Venezuelan national youth orchestra program that emphasizes ensemble-based learning, intensity, access, and community.
- MYCincinnati’s student body is 48% Hispanic or Latinx, 30% Black or African-American, 14% white, and 8% multi-racial. 71% of students receive free or reduced school lunch.
- Of MYCincinnati’s 6 full-time leadership staff, 5 are BIPOC. Leadership is diverse with regard to race, ethnicity, gender identity and expression, sexual orientation, disability, language, parental status, and national origin.
- Of MYCincinnati’s 12 part-time teaching artists, 9 are white and 3 are BIPOC. By 2022, at least 50% of part-time teaching artists will be BIPOC.
- MYCincinnati students regularly compose, improvise, and co-create multimedia performance work. MYCincinnati strives to cultivate a culture where musical traditions are viewed non-hierarchically. There are frequent opportunities to learn from, and collaborate with, artists of diverse traditions, cultural backgrounds, and creative approaches. MYCincinnati will continue to expand students’ engagement with BIPOC musical and cultural traditions, and with BIPOC artists.
- MYCincinnati students’ creative work often engages with identity, social & racial justice, LGBTQ+ rights, and immigration, in collaboration with professional artists

from around the world. Of equal importance, students' creative work also celebrates joy, imagination, creativity, and free expression.

Homesteading

- Homesteading makes high-quality homeownership possible for very-low income and/or immigrant families who would not be able to access a traditional mortgage. The goal is to help families build equity (generational wealth) that they can use to improve their family's quality of life.
- PHW partners with Santa Maria Community Services and Working in Neighborhoods to recruit families and aid them with budgeting and homeownership preparedness. At the same time, PHW acquires vacant homes and brings them up to code. When a family is ready, PHW and the family sign a land contract written by Legal Aid which dictates our longer-term relationship. Families make payments for about 5 years at 0% interest while they make cosmetic improvements to the home. Payments are no more than 25% of the family's income. At the end of the land contract, assuming families have made payments and completed improvements, PHW transfers ownership of the home to the family, allowing them to own their home with no debt.
- To date, 11 families are in Homesteading homes. 2 paid off their land contracts early. Another home will be completed in July 2020.
- To date, 5 MYCincinnati families are in Homesteading homes.

Equitable Neighborhood Development

- Meiser's Market - PHW acquired and renovated this former market in Lower Price Hill. Our tenants include Your Store of the Queen City, a new nonprofit grocer committed to providing affordable, healthy food in the food desert; and Outerspace, a community studio and gathering space for the LPH Artists' Collective.
- Warsaw Avenue Creative Campus - PHW is facilitating the collaboration between several creative youth development organizations, neighborhood artists, and entrepreneurs to transform a collection of mostly vacant buildings into an inclusive campus that offers a spectrum of creative resources for Price Hill youth and families. Within the campus will be 19 affordable apartments and at least 7 commercial/retail spaces.
- PHW supports new and existing BIPOC-led neighborhood businesses by connecting them with resources and partners, engaging them for PHW events, and seeking opportunities to partner on projects.

Tenants' Rights

- PHW and Santa Maria hired Legal Aid to pursue legal action against Renaissance Villas, an out-of-town investor that acquired 3 apartment buildings in East Price Hill and illegally evicted tenants, many of whom were BIPOC
- PHW supported the City's pilot rental property registration program for EPH, Avondale, and CUF. This pilot requires landlords to maintain health and safety standards at their rental properties and provides eviction protections for tenants. The program allows City inspectors to inspect buildings/units without putting tenants at risk for filing complaints about landlords. Tenants are protected if the landlord tries to increase rents.

STAFF & BOARD

Equitable hiring practices

- PHW actively hires BIPOC for leadership positions. Of Price Hill Will's 7 "Director" positions, 3 are BIPOC. Of MYCincinnati's 6 full-time leadership staff, 5 are BIPOC.
- For MYCincinnati hires, students and parents are at the interviews and at the decision making tables.
- We promote new openings outside of our regular networks.
- The necessity for applicants to have formal education is de-emphasized or eliminated whenever possible.

Staff Compensation and Development

- All staff and teaching artists are employees, not contractors.
- BIPOC employees are among the highest paid full-time staff. All staff are paid above a living wage and have the opportunity to participate in a Simple IRA retirement plan.
- Full-time staff receive medical, dental, and life insurance. Full-time staff are guaranteed 8 weeks of paid family leave.
- MYCincinnati staff all have an optional paid Creative Practice Retreat, where they can further develop their personal, creative practice with no expectation of an end-product.

Staff & Board Trainings

- PHW staff and board engage in racial equity-specific trainings conducted by professionals. Trainings have covered / will cover the following general subjects, identified by staff and leadership as important areas of growth:
 - Introduction to Racial Equity
 - Racial Equity in Education / Decolonizing Education
 - Racism in Housing Development
 - Microaggressions & Implicit Bias
 - Identity-based Violence & Bullying
 - Conflict Resolution & De-escalation
 - Creating Safer Spaces
- The frequency of these trainings will increase to at least twice per semester.
- MYCincinnati Youth Apprentices will have the opportunity to participate in future trainings and/or identify unique, racial-equity specific trainings to incorporate into their development curriculum.
- MYCincinnati teaching artists work with a racial equity consultant throughout the year specifically around anti-racist pedagogy. This work includes:
 - Education on systems of oppression and the history of race and racism in the US
 - Tools and strategies to act as effective advocates for themselves, students, and community members
 - Analysis and evaluation of daily teaching practices through a racial equity lens

Price Hill Will Board of Directors

- Currently, of the 12 board members, 9 are white and 3 are Black. 7 are female and 5 male. 7 are Price Hill residents. 1 is a MYCincinnati parent.
- By 2022, at least 50% of the Board of Directors will identify as BIPOC and at least 2 will be MYCincinnati parents.

PRACTICES & PROGRAMMATIC DETAILS

Racial Equity Audit

Conducted once per year by an independent consulting firm, Price Hill Will will participate in a full audit of our racial equity practices and policies. This comprehensive examination will include interviews with staff, stakeholders, and community members, and a deep-dive into existing organizational policies, internal

documents, beliefs, and culture. The results will be shared with key community stakeholders, including youth and adult residents that are engaged in PHW programs, and will inform the organization's evolution from year to year.

MYCincinnati Youth Apprentices

Through a partnership with ArtWorks, MYCincinnati hires up to 5 current high school students each year to occupy formal leadership positions in the daily program. These roles and responsibilities include teaching lessons, assisting teaching artists, classroom setup and organization, instrument inventory work, video content creation, communication with students, and more. Apprentices also participate in regular skills & career development sessions. Apprentices are paid above the City of Cincinnati's "living wage."

MYCincinnati Student Board

First established as a student-and-alumni-led council, the Student Board is an entity where MYCincinnati students can learn to be effective organizers, consensus builders, and advocates. The Student Board is co-led by students, manages a budget, and can make formal requests to MYCincinnati staff and leadership, and PHW leadership and board. The Student Board is one way in which MYCincinnati is held directly accountable to our community.

MYCincinnati Parent Group

The MYCincinnati Parent Group was established by parents to support the MYCincinnati program and be a space to generate ideas and feedback. The Parent Group is one way in which MYCincinnati is held directly accountable to our community.

Price Hill Creative Community Festival

PHCCF is a free, annual arts and neighborhood festival hosted by Price Hill Will. The festival's mission is to use collaborative arts as a tool to build more creative, equitable, and connected communities. The core of the festival is an intensive Artists-in-Residence program, in which professional artists co-create brand new work in collaboration with the students of MYCincinnati. Additionally, over 70 free performances are presented across multiple venues in East Price Hill, primarily featuring Price Hill-based artists, BIPOC artists, and LGBTQ+ artists.

Creative Action Residency

The CAR is a professional residency program for emerging and established artists, musicians, activists, and creative problem solvers. The residency asks, "How can we use collaborative, creative action to identify, engage with, and ultimately transform

the root causes of social & civic challenges?” and, “What is citizenship and citizen artistry, and how do we practice it to advance equity?” CAR Artists investigate these questions in collaboration with the young artists of MYCincinnati.

Fundraising

- PHW plans to increase operational support from grassroots, small-dollar (under \$100) donations by 20% each year for the next 5 years. Our goal is to increase community financial investment in the organization, and by doing so, increase our level of direct accountability to our community.
- PHW is funded by a combination of individual donations, grants, sponsorships, and gifts from local foundations.

Budgets

Artistic programs budgets are developed, controlled, and managed entirely by BIPOC members of the organization.

Location & Accessibility

- MYCincinnati is located in the heart of East Price Hill, next to the public library, recreation center, and large public park. The program building is along the bus line and within one mile of three schools. All MYCincinnati students live or go to school in Price Hill.
- By August 2020, the PHW offices will be moving to ARCO, a fully ADA accessible former Masonic Lodge. ARCO will be home to MYCincinnati concerts and PHW events.

Communication & Language

- PHW utilizes appreciative inquiry and an asset-based comprehensive community development strategy.
- Words have impact. MYCincinnati is very intentional about the language that is used to communicate our “story.” We do not use terms like underprivileged, at-risk, outreach, or uplift to describe our community, programs, or impact, as they are inaccurate and often racially coded.
- Documents and information are shared in both English and Spanish whenever possible. MYCincinnati documents and information for students and parents are always shared in both English and Spanish.
- PHW is committed to more consistently sharing our work and values on social media. A recent addition to our staff, and the future support of MYCincinnati Youth Apprentices, makes this possible.

Community Leadership Development

PHW supports the development of community leaders by engaging and empowering Price Hill residents, entrepreneurs, business owners, and organizations. We offer tools, resources, and consultation to support residents in overcoming obstacles during the planning and execution of a project, business, or initiative.

Partnerships & Community Relationships

PHW actively seeks and develops strong partnerships and collaborative relationships with Black-led, Indigenous-led, POC-led, and resident-led organizations & initiatives.

OVERVIEW OF RELEVANT POLICIES

Policy on Contracting Law Enforcement for Events

PHW does not contract with law enforcement for events unless mandated. We invest in conflict resolution and de-escalation training for staff and volunteers.

Anti-discrimination, anti-harassment, and anti-bullying policy

PHW is committed to creating and maintaining a workplace environment that fosters mutual respect, individual dignity, safety, and professional conduct. PHW does not tolerate discrimination, bullying, or harassment of any kind, and once it is observed and/or reported, will make every reasonable effort to investigate and eliminate any conduct that falls within the scope of our policy. Discrimination, bullying, and harassment can be especially insidious when they intersect with power hierarchies of identity categories, such as race, ethnicity, sex, gender identity or expression, class, disability, national origin, sexual orientation, pregnancy, religion, citizenship status, age, and more. PHW has a formal process for reporting discrimination, bullying, or harassment, which can go directly to the Board of Directors if direct supervisors or managers are named as perpetrators or enablers.

Accessible grievance/complaints process

As an employee, being able to file formal grievances/complaints is critical to keeping the workplace safe and free from microaggressions, harassment, or abuse. All employees can file grievances/complaints to their direct supervisor, or their supervisor's supervisor, all the way up to the Board of Directors. Once received, each grievance/complaint is investigated thoroughly by appropriate parties and action taken if necessary.

Non-retaliation policy

It is unlawful for PHW or any of its employees to retaliate or tolerate retaliation against any employee for filing a grievance.

Remote work & flexible hours

Even prior to the COVID-19 pandemic, many PHW & MYCincinnati staff worked remotely when possible and managed flexible working hours. This flexibility is necessary to accommodate diverse working styles, working parents, and part-time staff that may also rely on the gig economy.