

Risk Identification: Case Study

Risk identification

Social-emotional
trauma from
microaggressions

Explicit
discrimination,
threat, or violence

Location Based

Fundraising

Risk Mitigation: Case Study

Risk Mitigation

Organization
strategic DEI work

Outward-facing
communication

Staff training

Youth engagement

Contractor
practices

Incident Response: Case Study

Incident Response

Response to
micro-aggressions

Response to explicit
discrimination or
violent threat

White allyship

Debriefing

Organizational Follow-up at City Kids: Case Study

Organizational follow up

Parent notification	
Feedback to contractors & partner	
Training updates	
Programmatic updates	
Hiring process updates	