

Advancing Racial Equity in Your Work and Organization

What is racial equity?

“Racial equity is when **individual or group access to resources or likelihood of well-being and social status cannot be predicted by race.**”

Racial equity matters to the work of mission-driven organizations in many ways

System

- Root causes of social issues
- Disproportionate outcomes

Organization

- Service quality/effectiveness
- Culture/employee experience

Individuals

- Leadership
- Dynamics



An organization can advance racial equity at several levels

System

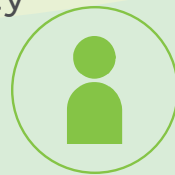
Address inequity and racism in your **strategy for impact**

Organization

Institute **policies, processes, and practices** to mitigate bias and promote equity

Individuals

Eliminate biased **behaviors and attitudes** and create equity champions



Many opportunities to advance (or hinder) racial equity exist within each of these levels

System ► Strategy for Impact

- Intended impact (WHAT, WHO) and Theory of Change (HOW)
- Strategic priorities

Organization ► Policies, processes, and practices

Programs

- Program outreach, marketing
- Client composition
- Program design, delivery
- Program outcomes

Operations

- Funder engagement
- Resource allocation
- Data & evaluation
- Internal processes
- Communications
- External relationships
- Vendor selection

Leadership

- Executive team/ board composition, competence, dynamics
- Priority-setting and championing

Talent

- Hiring, onboarding
- Evaluation
- Professional development, retention
- Promotion and recognition

Culture

- Shared priorities, values
- Decision-making processes
- Institutional traditions, customs
- Systems of reward

Individuals ► Behaviors and attitudes

- Understands, seeks to avoid, and addresses unconscious bias and microaggressions
- Builds authentic relationships across difference
- Sponsors and coaches staff with diverse backgrounds
- Confident and skilled at talking about race and racism and its impact
- Proactive champion of racial equity work in the organization



It is critical that leadership champion equity, both as a team and as individuals

As a Leadership Team



- Make advancing equity an **organizational priority**
- Diagnose, develop, adequately resource, and champion an **Equity Plan**
- **Hold the organization accountable for change**

As Individual Leaders



- Take steps to **address your own biased behavior and attitudes**
- Build your **confidence and skill** talking about race and racism
- **Sponsor and coach staff** across lines of difference
- **Champion equity** in your own work, support others to improve, and hold all accountable for change

Ultimately, advancing equity is iterative and requires being rooted in your work

1 Connect equity to your work

- Articulate specifically why racial equity is critical to your organization's work, via an equity statement



2 Diagnose the current state

- Collect data/gather input from across the organization to identify where bias and inequity are being perpetuated
- Disaggregate data by critical groups to understand disparities



3 Take action

- **Articulate clear and actionable priorities**
 - Prioritize major internal gaps before investing externally
 - Clearly articulate the problem you're trying to solve
 - Set targets to drive momentum and accountability
- **Adequately resource the work**
 - Championed and led by the executive team
 - Don't overburden staff of color
- **Follow through**
 - Lean in
 - Build safe feedback loops
 - Hold individuals and the organization accountable

