
What We've Learned

#1 - GET SMART

- Equity cohort
- Racial equity training
- External guide
- Internal education task force
- Data synthesis

#2 - ENGAGE THE COMMUNITY

- *With not to*
- Community ambassadors
- Buy in from not-for-profits, potential partners and fund holders

#3 - GET REAL

- Frank equity talk is hard but imperative
- Have hard internal conversations

#4 - LEAD BOLDLY

- TALK ABOUT RACE!
- Leadership sets the tone

#5 - LOOK INSIDE FIRST

- Focus on the 5 A's
 - Awareness
 - Acceptance
 - Accountability
 - Alignment
 - Action

#6 - CHANGE YOUR DNA

- Do you have the right processes and policies?
- Do you have the right partnerships?
- Do you have the right people in the right places?

#7 - MEASURE UP

- Find measurement framework
- Get in formation
- Opportunity for honest community feedback

#8 - MESSAGE WISELY

- Communication plan
- Elevator pitch
- Message training

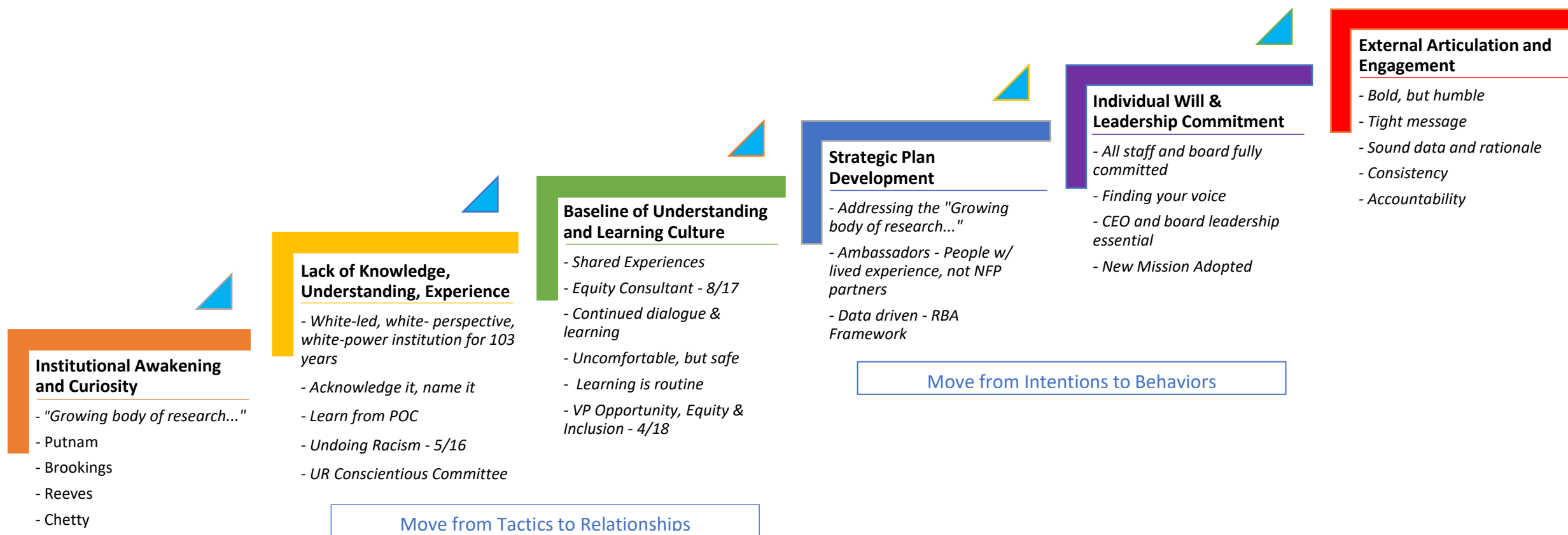
#9 - SHARE YOUR LEARNING

- Harness collective knowledge
- Chronicle your journey

#10 - BE HUMBLE

- You are not an expert
- You will mess up
- Promise to learn, listen and partner

Our Racial Equity Learning Journey



February 2015

2016

2017

2018

2019

No Exit

