

#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

What We've Learned

#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

Lack of Knowledge, **Understanding, Experience**

- White-led, white- perspective, white-power institution for 103 years
- Acknowledge it, name it
- Learn from POC
- Undoing Racism 5/16
- UR Conscientious Committee

Baseline of Understanding and Learning Culture

- Shared Experiences
- Equity Consultant 8/17
- Continued dialogue & learning
- Uncomfortable, but safe
- Learning is routine
- VP Opportunity, Equity & Inclusion - 4/18

Strategic Plan Development

- Addressing the "Growing body of research..."
- Ambassadors People w/ lived experience, not NFP partners
- Data driven RBA Framework

Individual Will & Leadership Commitment

- All staff and board fully committed
- Finding your voice
- CEO and board leadership essential
- New Mission Adopted

External Articulation and Engagement

- Bold, but humble
- Tight message
- Sound data and rationale
- Consistency
- Accountability

Move from Tactics to Relationships

Move from Intentions to Behaviors

2019 February 2015 2018 2016 2017 No Exit

Institutional Awakening and Curiosity

- "Growing body of research..."

Putnam

- Brookings

- Reeves - Chetty