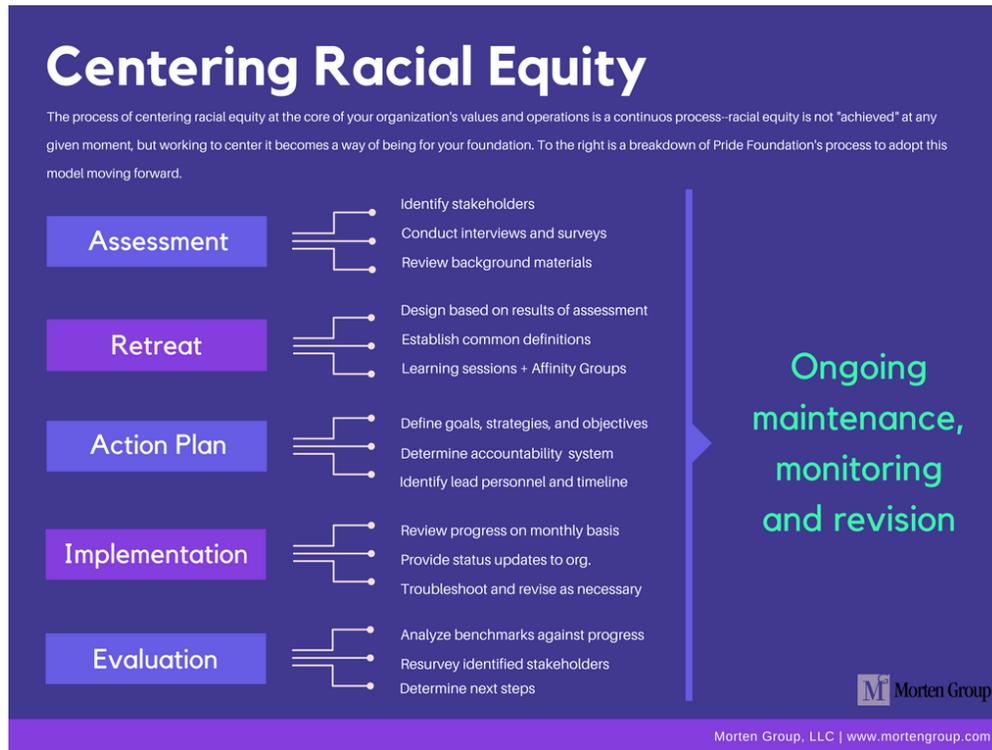


Are You Ready to Work on Racial Equity in Your Organization?



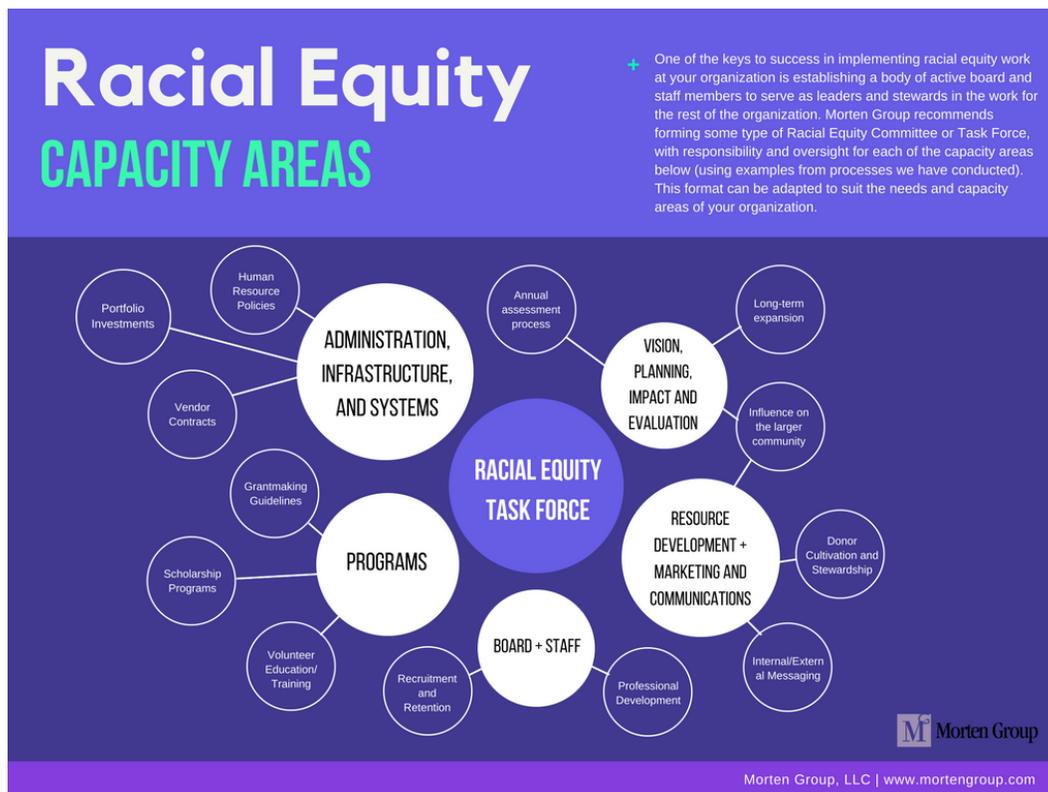
Below are some of the initial questions we discuss with organizations who are interested in racial equity work:

- Why are you thinking about working on racial equity in your own organization?
- Is there past experience on this topic in your organization?
- Is the interest in this topic the result of an incident in the organization?
- If not, why now?
- Have you had conversations with stakeholders about engaging in this work (i.e. staff, board, other stakeholders)?
- What has been the response to those conversations?

If you are going to begin conversations around this topic, keep the following tips in mind:

- Create a safe space for dialogue;
- Ensure space includes opportunities to create a knowledge or learning bank on the topic;

- Provide opportunities (during regular work hours) for staff to talk about their interest, concerns and challenges around the issue of racial equity. Provide time for board members to have the same type of conversations;
- At this point, if there is significant interest, develop a racial equity committee (see diagram below);
- Representation from board and staff is critical;
- Participation and ownership of this work must be clearly exhibited by staff leaders;
- Conduct a racial justice assessment with the assistance of an external party;
- Provide training for stakeholders based on assessment findings;
- Develop a plan for how to continue the work contingent on organizational resources; and
- **Determining how the work will become an integral part of the organization and not a separate project will be key to its success.**



Racial Equity Committee Diagram

For additional information on how to start this work, please contact Mary Morten at marym@mortengroup.com.