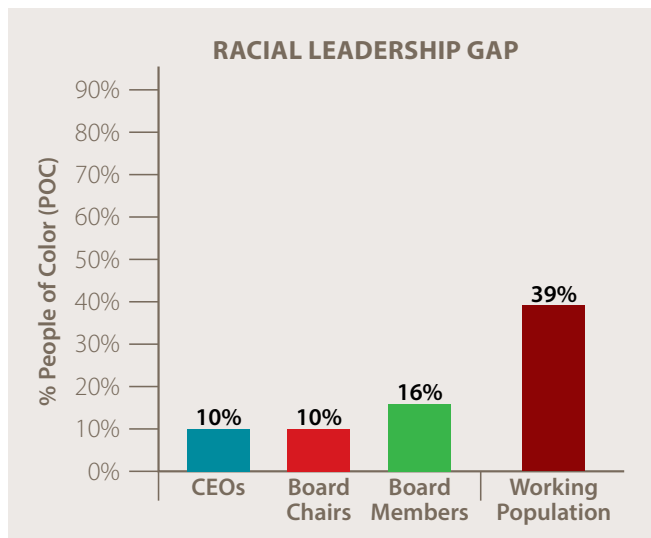


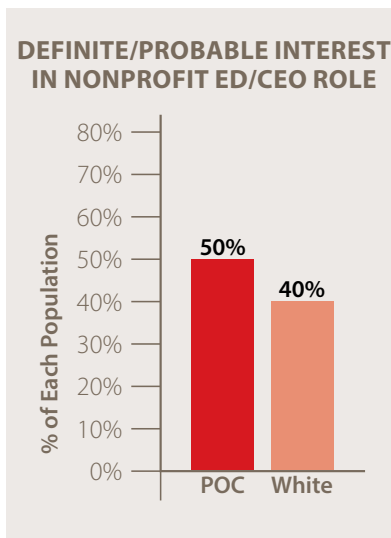
# BUILDING A RACE EQUITY CULTURE

## *in the Social Sector*

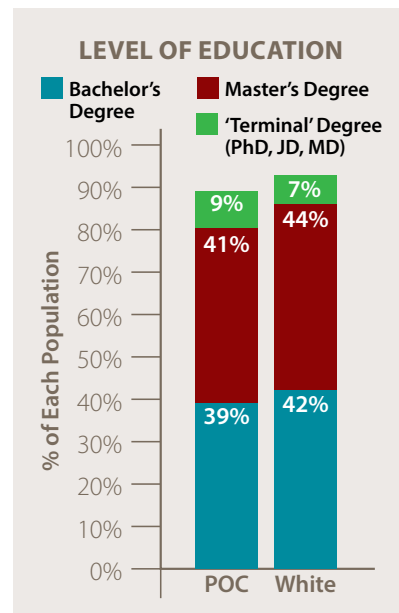
### SOCIAL SECTOR ORGANIZATIONS NEED A RACE EQUITY CULTURE TO ADDRESS THE RACIAL LEADERSHIP GAP



Source: *Leading with Intent: 2017 National Index of Nonprofit Board Practices*, BoardSource; Pew Research Center



Source: *Race to Lead: Confronting the Nonprofit Racial Leadership Gap*, Building Movement Project, 2017



*The racial leadership gap is not due to differences in education, skills, or interest.*

## WHAT IS RACE EQUITY CULTURE?

A race equity culture is one focused on proactive counteraction of social inequities inside and outside of its organization.



***Creating a race equity culture and closing the racial leadership gap will help organizations succeed at their missions.***



## EQUITY IN THE CENTER'S CALL TO ACTION

People of color and white people must interrogate assumptions about how the work of nonprofits and grantmakers is and can be done, and by whom. Our shared work is to dismantle the white supremacy and institutional racism which has shaped the social sector, and create an equity culture that values the humanity and lived experiences of all persons equally. To do so, we challenge colleagues to adopt specific tactics on the four levels at which racism operates: personal, interpersonal, institutional, and structural.

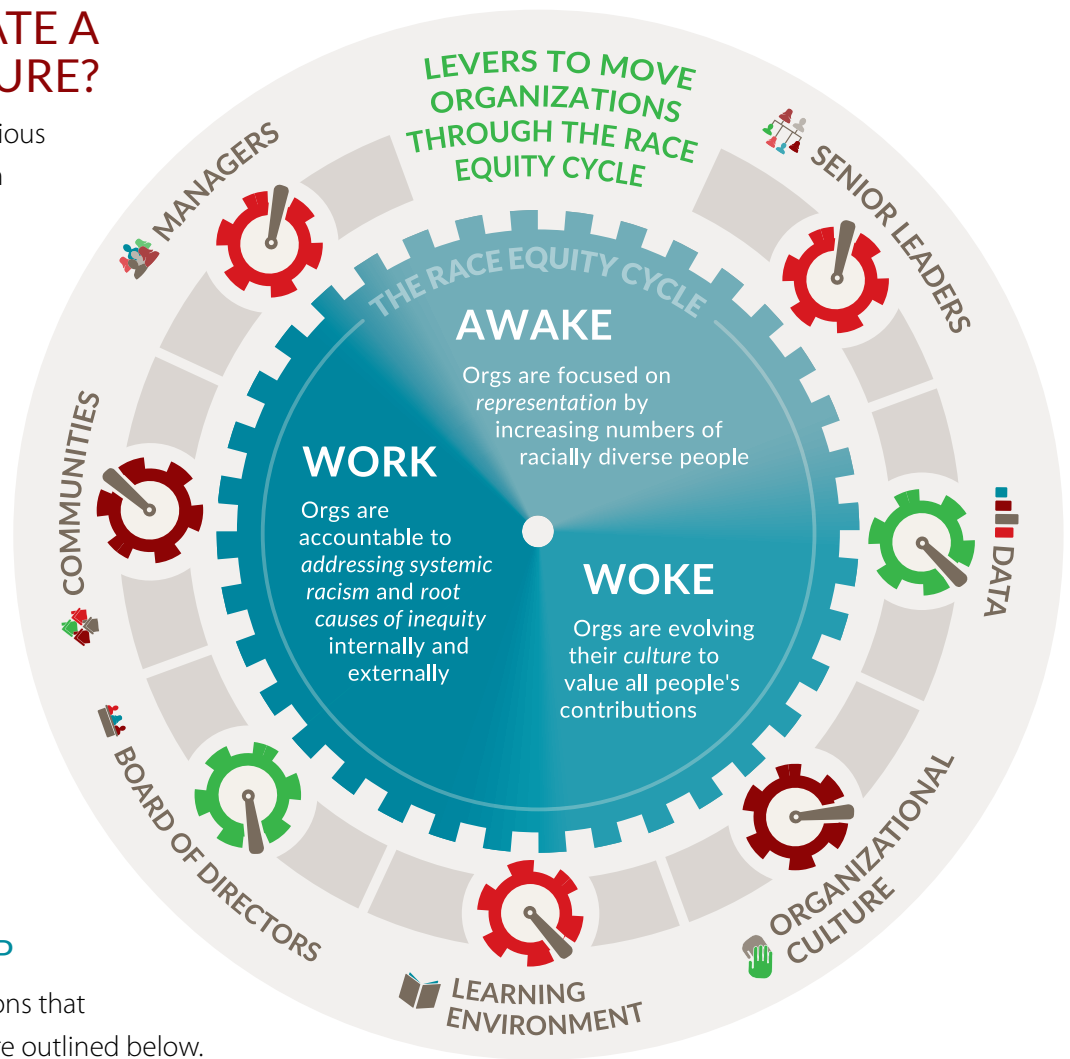
***Visit [www.equityinthecenter.org](http://www.equityinthecenter.org) to read the full Call to Action.***

# HOW DO YOU CREATE A RACE EQUITY CULTURE?

The Race Equity Cycle shows the various stages an organization goes through to create a race equity culture that centers race equity inside and outside of the organization.

There are seven strategic levers that organizations can push to help build momentum and success in moving through the Cycle, from Awake to Woke to Work.

While the common goal is to reach the Work stage, each organization will follow its own path on the journey to a race equity culture.



## LEVER PREVIEW: SENIOR LEADERSHIP

Some of the characteristics and actions that define the Senior Leadership lever are outlined below.

|       | PERSONAL BELIEFS & BEHAVIORS   | POLICIES & PROCESSES   | DATA   |
|-------|--|--|--|
| AWAKE | Believe diverse representation is important, but may feel uncomfortable discussing issues tied to race                                     | Place responsibility for creating and enforcing DEI policies within HR department  | Have started to gather data about race disparities in the populations they serve   |
| WOKE  | Prioritize an environment where different lived experiences and backgrounds are valued and seen as assets to teams and to the organization | Take responsibility for a long-term change management strategy to create a race equity culture, which includes having a critical mass of people of color   | Disaggregate internal staffing data to identify areas where race disparities exist, such as compensation and promotion; then analyze that data to find root causes of race disparities |
| WORK  | Model a responsibility to speak about race, dominant culture, and systemic racism both inside and outside the organization                 | Show a willingness to review personal and organizational oppression; identify organizational power differentials and change them by exploring alternative leadership models, such as shared leadership | Can illustrate, through longitudinal outcomes data, how their efforts are impacting race disparities in the communities they serve   |

**Interested in learning more?** The full publication with all seven levers will be released in Spring 2018.