Equity Matrix

"What are the strategies, both internal and external, you are using to advance racial equity at your organization?"

There are many ways to advance racial equity in an organization, both internally and externally. Every organization must examine what it means to implement equity in their organizations. Our hope and expectation is for organizations to embed equity into all aspects of their work, but we know this happens over time and each organization will have its own, unique experience and journey. While this document includes some examples of how an organization may operationalize racial equity internally and externally, it does not capture all options. We encourage you to think of the examples like many different paths you could take on a hike. They show you some of the possible routes, but there are other trails you could explore, and they don't have to be explored in a particular order and should be guided by the unique needs and circumstances of your organization.

Organizational Culture:	- Staff learns traits of a white supremacy culture and works to remove them from the work culture - Organization develops inclusive language and communication guidelines to foster a respectful and welcoming environment - Staff and Board engage in diversity training (at onboarding and/or ongoing) - Organization learns best practices and reviews all internal policies to ensure they are equitable - Organization creates internal conflict policies that center the feelings and safety of BIPOC employees - Staff and Board demographics reflect the community the organization serves - Staff and Board prioritizes diverse representation - Organization creates a safe and effective process to provide feedback to colleagues - Organization works with an external consultant to do an internal assessment of equity and identify opportunities to improve
Systems:	- Organization uses data (disparities, demographics, etc.) to drive programming decisions - Organization seeks external feedback about how it addresses/integrates equity - Organization seeks input from diverse community members when designing programming, making organizational changes or planning community events - Organization provides a process for external partners to assess their equity-related experience with the staff
Integration:	- Organization develops and implements hiring practices that makes positions accessible to diverse candidates - Equity is embedded in staff performance evaluations (both for internal and external interactions) - Organization prioritizes partnerships with diverse vendors, consultants, etc. - Organization develops and supports a staff-led working group focused on racial equity, with both short-term and long-term goals to advance equity

Additional Resources:

Racial Equity Tools

Equity In the Center

Stanford Social Review: Breaking Through Barriers to Racial Equity

Is Your Board Ready to Advance Equity