

CREATING RACIAL EQUITY

Reflecting a curation of insights from a variety of leading local and national organizations,* this framework is designed to help corporate leaders in their work to end systemic racism and dismantle the structural barriers to racial equity inside and outside of our organizations. While this is not intended to be the definitive guide, the eight pillars are inclusive of a broad base of research and recommendations, and can provide a solid starting place for your company's racial equity roadmap.

- 1) **PURPOSE:** Making near-term, mid-term and long-term commitments
- 2) **PERSPECTIVES:** Listening, learning and co-creating with BIPOC (Black, Indigenous and People of Color) employees and communities
- 3) **PEOPLE:** Increasing BIPOC board, CEO and C-suite representation | Building a robust talent pipeline (recruit, hire, develop, retain and promote) | Ensuring pay equity | Developing the workforce (unconscious and cultural bias training, ally resources, engagement and psychological safety for BIPOC employees)
- 4) **PURCHASING:** Investing in BIPOC entrepreneurs and BIPOC-founded/owned businesses | Providing access to capital, technical assistance and markets | Ensuring direct and indirect procurement of products and services from BIPOC-founded/owned firms
- 5) **PHILANTHROPY & COMMUNITY INVESTMENTS:** Bringing all business assets to bear (assets and core capabilities, vendors, cross-sector partners) | Targeting philanthropic spend to BIPOC communities/racial justice issues | Making multi-year investments in BIPOC-led organizations | Incorporating pro-bono and skills-based volunteerism and board service
- 6) **POLICY:** Implementing effective zero-tolerance and complaint escalation procedures | Creating anti-racist hiring practices | Establishing and upholding anti-racist vendor/partner standards | Supporting and advancing anti-racist legislation re: jobs, policing and criminal justice, education, housing, healthcare
- 7) **PLACE-BASED:** Investing in and supporting the community most heavily impacted by inequities through localized, strategic action
- 8) **PERFORMANCE:** Measuring progress and impact; ensuring accountability to outcomes

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