

THE ROLE OF LEVERS IN BUILDING A RACE EQUITY CULTURE

How do organizations move through the Race Equity Cycle to build a Race Equity Culture? Our research identified seven levers³²—strategic elements of an organization that, when leveraged, build momentum towards a Race Equity Culture within each stage and throughout the Race Equity Cycle. The seven levers represent both specific groups of people engaged with an organization as well as the systems, structures, and processes created — sometimes unconsciously — to help organizations operate: Senior Leadership, Management, Board of Directors, Community, Learning Environment, Data, and Organizational Culture.



SENIOR LEADERSHIP

Individuals in a formal leadership role



MANAGEMENT

Individuals who oversee operations of teams



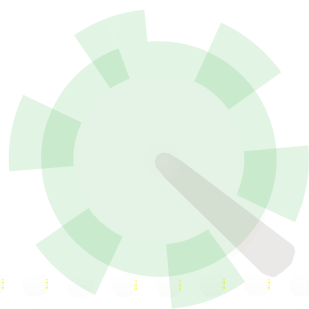
BOARD OF DIRECTORS

Governing body of an organization



COMMUNITY

Populations served by the organization

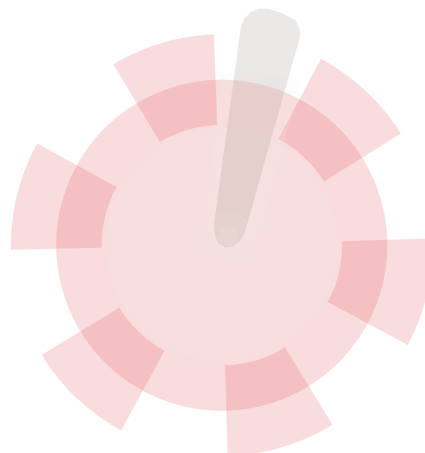


On the following pages, we outline the characteristics and actions that define each lever. For ease of consideration, we organized them within three categories:

- Personal beliefs and behaviors
- Policies and processes
- Data

We also provide brief examples of how social sector organizations have put these levers into practice to achieve success in building a Race Equity Culture.

It bears repeating that there is no singular or 'right' way to engage in race equity work. Each organization needs to determine the levers to pull, and the actions to take, in order to progress in building its own Race Equity Culture.



LEARNING ENVIRONMENT

Investment in staff capacity



DATA

Metrics to drive improvements and focus



ORGANIZATIONAL CULTURE

Shared values, assumptions, and beliefs