

The Business Case for Supporting Staff of Color *In Your Organization*

Given the information shared about the importance and impact of achieving racial equity in the workplace, below is your opportunity to put yourself and your organization to the test.

In completing this worksheet keep the following questions in mind:

- *What is already happening/in place in my organization regarding racial equity?*

- *What ideas would my organization be ready for? (list individual versus institutional changes)*

- *Who should I speak with? Who are the champions about these ideas?*

Organization Name: *Example*

Problem Statement
As a person of color, I work in this organization where only 2% of my colleagues reflect my racial background. I often don't feel empowered to speak on issues I have experienced here because I do not feel supported and fear being misunderstood and ignored. Because there are so few of us spread out in different departments, I feel disconnected and unsure about how to create community.

Strategy
Create an Employee Resource Group that intentionally creates a space for employees of color to come together and influence institutional change in our workplace.

Accountability
Allowing employees the time and capacity to be a part of this group—normalize the existence of this group as equally important as other work efforts. Additionally, have organizational leadership support the efforts, recommendations, or any other product of the resource group.

Organization Name:

Problem Statement

Strategy

Accountability