



EQUITY IN THE
CENTER

A project of ProInspire

Awake to Woke to Work: Building a Race Equity Culture

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About Equity in the Center

Equity in the Center works to shift mindsets, practices, and systems within the social sector to increase racial equity. We envision a future where nonprofit and philanthropic organizations advance race equity internally while centering it in their work externally.

Equity in the Center's goals are:

- Nonprofit and philanthropic organizations adopt a Race Equity Culture focused on proactive counteraction of social inequities
- Organizations define, implement, and advance race equity internally while advocating for it in their work externally
- Race Equity is centered as a core goal of social impact across the sector

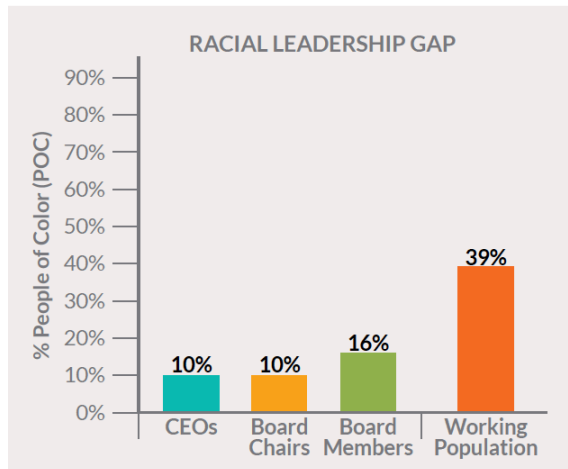
Terms and Definitions

- **RACE EQUITY:** The condition where one's race identity has no influence on how one fares in society. Race equity is one part of race justice and must be addressed at the root causes and not just the manifestations. This includes the elimination of policies, practices, attitudes, and cultural messages that reinforce differential outcomes by race.
- **RACE EQUITY LENS:** The process of paying disciplined attention to race and ethnicity while analyzing problems, looking for solutions, and defining success. A race equity lens critiques a “color blind” approach, arguing that color blindness perpetuates systems of disadvantage in that it prevents structural racism from being acknowledged. Application of a race equity lens helps to illuminate disparate outcomes, patterns of disadvantage, and root cause.
- **RACE EQUITY CULTURE:** A culture focused on proactive counteraction of social and race inequities inside and outside of an organization.

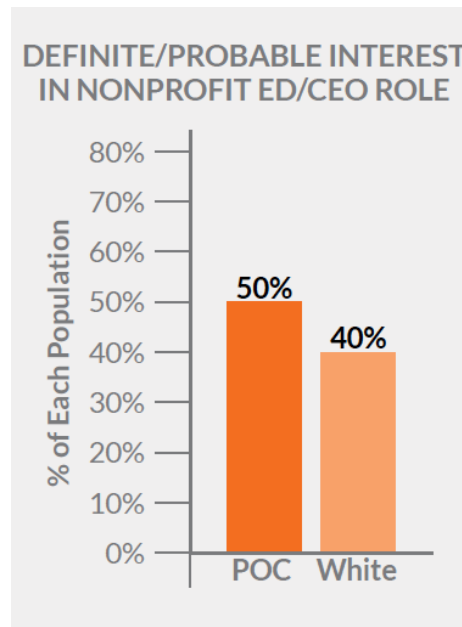
Building A Race Equity Culture

in the Social Sector

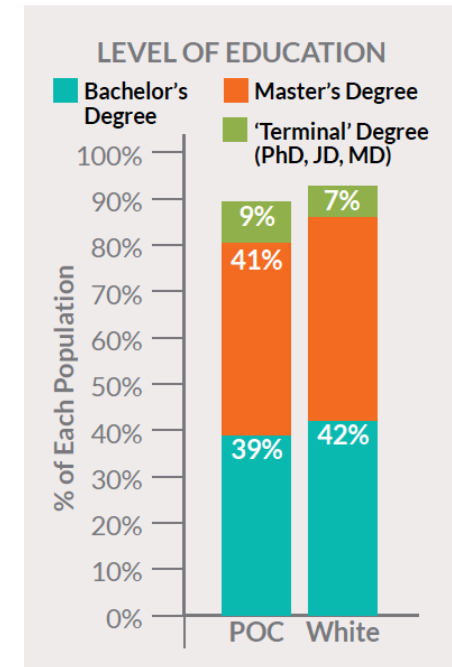
SOCIAL SECTOR ORGANIZATIONS NEED A RACE EQUITY CULTURE TO ADDRESS THE RACIAL LEADERSHIP GAP



Sources: *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



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



The Role of Levers in Building a Race Equity Culture



Senior Leaders

Individuals in a formal leadership role



Learning Environment

Investment in staff capacity



Managers

Individuals who oversee operations of teams



Data

Metrics to drive improvements and focus



Board Of Directors

Governing body of an organization



Organizational Culture

Shared values, assumptions, and beliefs



Community

Populations served by the organization