

What is the Racial Equity Blueprint?

Four steps to integrate a model of equity and inclusion into a company's culture & strategy



THE
EMPATHY
AGENCY
Identity. Culture. Equity.



Phase 0: Measure

Adaptation is required to confront systemic inequity. In Phase 0 of the Racial Equity Blueprint (REB), your team will complete our *Culture Carrier* survey to measure three critical traits (psychological safety, self-efficacy, and racial impact awareness) which support their ability to adapt to the call to action that accompanies our understanding of responses to inequity.

Unlimited Participants, 30 minutes



Phase 1: Train

In Phase 1 of REB, your team will participate in a series of three weekly Racial Equity Journey workshops. Think of the structure of this workshop series like a theatrical play. Each of these three workshops comprise a single, complete learning experience akin to a three-act play. The workshops are designed to revisit the story of race and the construction of racial identity in North America and look closer at the ways in which they shape our current institutions, their operations, and their outcomes.

Up to 250 participants at one time, 9 hours total



Phase 2a: Strategy Development

Your team will leave Phase 1's workshop series with a set of policy and practice solutions they believe can be applied to your company's operations to produce a more equitable, inclusive, and welcoming work environment. In Phase 2a, we use our online learning portal to guide your working group and/or leadership team through a 12-module strategic planning and implementation phase that allows your company to tie those staff-recommended solutions to your company values and strategy, identifying projects and functions where equitable and inclusive practices can have the greatest impact through a Racial Equity Action Plan (REAP).

Up to 8 participants in one cycle, 12 hours



Phase 2b: Racial Equity Coaching

As your team strives to implement policy and practice changes that support equity and inclusion across the various functions of your organization, it is inevitable that staff members will require additional support to adjust to these new strategies. Our Racial Equity Coaching curriculum, a weekly, 12-module coaching program, seeks to help organizational leaders create institutions where everyone belongs, and where they can deliver more equitably on their missions and visions. We offer a safe 1-to-1 learning environment which clarifies the dominant cultures' impact on our behavior and organizational culture, and a system through which we can make healthy adjustments.

Up to 8 participants in one cycle, 12 hours