

Equity in the Center

A project of  **ProInspire**

2018 Webinar Series Description

I. Understanding of Need

Equity in the Center will review the Race Equity Cycle framework, share critical learnings from its forthcoming “Awake to Woke to Work: Building a Race Equity Culture” publication (to be released in April), and provide insight on tactics to support organizations in moving through the Race Equity Cycle.

The team will also share information on the Equity in the Center Summit (October 10-11, 2018 in Baltimore, MD) and other public convenings through which organizations can learn more about application of the Race Equity Cycle to their work.

II. Equity in the Center’s Background and Expertise

Equity in the Center works to shift mindsets, practices, and systems 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 has three key strategies:

- **Accelerate Leaders** by engaging, supporting, and convening leaders for bold conversations and capacity building to drive action towards the creation of a Race Equity Culture.
- **Support Organizations** by increasing awareness of the practices, resources, and tools that measurably shift organizations from a dominant to a Race Equity Culture.
- **Inspire Action** by promoting a Call to Action that challenges leaders, organizations, and networks to center race equity as a core goal of social impact.

Our work focuses on creating and disseminating tools/resources, and convening capacity building forums, that support leaders and organizations in achieving a Race Equity Culture. Our framework for doing so, the Race Equity Cycle, outlines how leaders can leverage specific tactics to shift their organization’s culture toward race equity: from Awake to Woke to Work.

III. Learning Approach and Curriculum

Learning Approach:

The webinar will be built on research in our “Awake to Woke to Work: Building a Race Equity Culture” publication, which includes key learnings on how to operationalize equity, and build a Race Equity Culture within organizations. Webinar participants will learn about the Race Equity Cycle framework, as well as the management levers organizations utilize to measurably shift organizational culture toward race equity.

Equity in the Center’s research is designed to support leaders as they build and expand their organization’s capacity to advance race equity. During the webinar, we will outline the need for building a Race Equity Culture in social sector organizations, and introduce resources and strategies to help participants move from commitment to action.

The Race Equity Cycle identifies the three stages and common entry points of building a Race Equity Culture; helps organizations find themselves in this work; and names the levers that create momentum in building a Race Equity Culture. Our research also illustrate how those levers can work by outlining practices from peer organizations and suggesting actions participants can take to get started.

Webinar Results

1. Participants will be introduced to research and resources Equity in the Center provides to support leaders and organizations in advancing race equity.
2. Participants will understand key research findings from the “Awake to Woke to Work: Building a Race Equity Culture” publication, and how to apply the Race Equity Cycle framework in their own work.
3. Participants will learn about management and operational levers that can shift organizational culture toward race equity.

Sample Agenda:

Time	Activity	Results
10 Minutes	Welcome and Introductions	Introduction of Equity in the Center, webinar participants and review of meeting results
30 Minutes	Building a Race Equity Culture	Review of Race Equity Cycle framework, key findings from <i>Awake to Woke to Work: Building a Race Equity Culture</i> publication, and discussion of how it can be applied by change agents in organizations
	Management and Operational Levers to Advance a Race Equity Culture	Review of best practices (by lever) that organizations can utilize to shift culture towards race equity
20 Minutes	Q&A	Equity in the Center team provides webinar participants with feedback on key questions

Webinar Content:

- Overview of Race Equity Cycle Framework
- Key Findings from *Awake to Woke to Work: Building a Race Equity Cycle* Publication
- Overview of Management and Operational Levers to Build a Race Equity Culture
- Case Examples of How Organizations Move through the Race Equity Cycle

*Please see Equity in the Center infographic for further detail on key findings from research

Webinar Preparation and Facilitation:

- One preparation call with organization team (1 hour)
- Webinar facilitation by two Equity in the Center staff (including 30 minutes of webinar tech set-up)

V. Faculty

Kerrien Suarez, Director, Equity in the Center

Kerrien brings over 18 years of experience in management consulting and nonprofit management, and is an alum of Harvard College and the London School of Economics. She has held a broad range of roles, including Senior Consultant at Community Wealth Partners, where she led consulting engagements for national social sector organizations, and Senior Vice President at Communities In Schools of the Nation's Capital, where she led the affiliate to secure national accreditation for its community-based wrap-around student support model. Her experience includes supporting collective impact initiatives (National Campaign for Grade Level Reading, Robert Wood Johnson Foundation's Aligning Forces for Quality and Wells Fargo Regional Foundation Neighborhood Revitalization Initiative) and programs that develop leaders of color (including Camelback Ventures and Surge Institute). Kerrien considers the work of Equity in the Center to be the fulfillment of the social justice mission of her career: initiating and facilitating the hard work and conversations that drive individual, organizational and systems-level equity and inclusion practices in the social sector.

Andrew Plumley, Senior Program Manager

Andrew Plumley is first and foremost an equity and inclusion leader with expertise enhancing access and outcomes for underrepresented groups. He has experience in sustainability, strategy, and diversity, equity, and inclusion consulting in both the social and private sectors. He started his career in education, where he advised higher education institutions on diversity and inclusion strategy, as well as provided access and success programming for Pell eligible students of color. Andrew is a "We All Belong" program board member as well as served as a city council appointed Police Commissioner in the state of Vermont. Andrew has a BA from Middlebury College, and received an MBA with a focus in social and environmental sustainability from the University of Vermont's Grossman School of Business.

VI. Agreed and Accepted:

EQUITY IN THE CENTER

By: (Signature JPG)

Name: Kerrien Suarez, Director

Date: April 25, 2018

By: _____

Name: _____

Date: _____