**Governance and Structure**

1. **Include Racial Equity in Goals and Measures**
   - Design value and mission statements, organizational strategy, and financial plans and budgets to explicitly include racial equity in organizational goals and measures.

2. **Align the Organization Strategy**
   - Align the organizational strategy and plans with a comprehensive race equity framework, implementation guide, and audit plan.

3. **Establish Equitable Structures**
   - Establish diversity, equity, and inclusion structures with diverse representation, C-suite sponsorship, at least one senior-level staff member, and transparent measures.

4. **Review with an Equity Lens**
   - Review organizational policies, systems, practices, procedures, salaries, and language with an equity lens and include people of color in organizational decision-making and reform.

5. **Diversify Leadership Teams**
   - Diversify boards and leadership teams and proactively and transparently engage and reinforce equitable governance and structures on external partnerships and collaborations.

**Services & Solutions**

1. **Develop an Innovation Plan**
   - Develop an innovation plan that builds dimensions of social and economic mobility, particularly race-based, into the design and transformation of services and programs.

2. **Implement Human-Centered Design**
   - Implement human-centered design principles to inform service and program innovation and incorporate the client experience and voice in enhancing and re-designing service portfolios.

3. **Engage Community Members**
   - Engage service and program alumni in diversity, equity and inclusion initiatives and engage community members to co-design neighborhood-based services, programs, and policy agendas.

4. **Collaborate Across Sectors**
   - Extend the capacity and impact of services by collaborating across sectors in the development of new solutions for community-wide racial equity and social and economic mobility growth.

5. **Bring Together Community Leaders**
   - Create opportunities to bring together community leaders and clients for in-depth, one-on-one conversations focused on creating a brighter, more equitable future for your community.

**Advancing Racial Equity in Social and Economic Mobility**

![Image of a diverse group of people]

**Insight & Evidence**

1. **Develop Metrics from a Racial Equity Lens**
   - Develop organizational metrics aligned with the strategic plan to measure impact on social and economic mobility from a racial equity lens.

2. **Collect Robust Data**
   - Collect robust data among clients and program participants and disaggregate by race and gender in order to understand inequalities in outcomes and impact.

3. **Conduct a Community Needs Assessment**
   - Establish diversity, equity and inclusion structures with diverse representation, C-suite sponsorship, at least one senior-level staff member, and transparent measures.

4. **Build a Measurement Plan**
   - Build and implement a longitudinal outcomes measurement plan which crosswalks and integrates social determinants of health with long-term racial equity goals.

5. **Leverage Data to Launch Change Initiatives**
   - Leverage data and insights to launch community-wide systems change initiatives and inform policymaking on equity in social and economic mobility.

**People & Culture**

1. **Develop a Human Capital Plan**
   - Develop a human capital plan that intentionally integrates equity and eliminates bias in outreach, recruitment, hiring, performance reviews, and advancement.

2. **Administer a Staff Satisfaction Survey**
   - Develop and administer a staff satisfaction and engagement survey that includes a section on race equity and culture, and leverage findings to improve organizational practice and culture.

3. **Equip Leaders with Proper Skills**
   - Equip organizational leaders with the knowledge and skills to talk about structural and systemic racism and its impact on the effectiveness of services and programs.

4. **Expand Career Advancement Opportunities**
   - Expand professional growth and career advancement opportunities to ensure increased representation of people of color and marginalized communities in leadership roles.

5. **Advance Racial Equity Across Boundaries**
   - Advance racial equity across organizational boundaries by advocating for and insinuating partnerships and collaborations that foster racial equity in social and economic mobility.

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**Relevant Organizations**

- Leadership for a Networked World
- New Door Ventures
- Congresso de Latinos Unidos
- Project for Pride in Living
- NextGen
- The Kresge Foundation

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