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 racial equity framework, implementation guide, and audit plan.

3. Establish Diversity 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.

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
   Conduct a community needs assessment to better align service and program portfolios with community-wide social and economic mobility & equity priorities and aspirations.

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.

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.

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 review, 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 incentivizing partnerships and collaborations that foster racial equity in social and economic mobility.