



NCG Racial Equity Action Institute

SESSION 3 - THE POWER OF CULTURE

Friday, September 20: 10am - 3pm

Northern California Grantmakers' offices

160 Spear Street, Suite 360, San Francisco, CA 94105

*Please check-in at the front desk to receive your guest pass.

Goals:

- Learn how to create a workplace culture that values and prioritizes REDI
- Learn the Awake to Woke to Work framework and understand the seven levers, management, and operational best practices that have helped organizations successfully shift culture around REDI
- Learn strategies and practices on how to be an antiracist based on Ibram X. Kendi's book

Pre-Work:

- **Read pages 12-19** of the ['AWAKE to WOKE to WORK' report](#) about the seven levers of building a race equity culture (Senior Leaders, Managers, Board of Directors, Community, Learning Environment, Data, Org Culture)
- **Choose the top 3 levers** that are most relevant to you and your race equity work

Post-Work

- Session 3 - Power of Culture evaluation

Agenda

Time	Topic
10:00-10:15 am	Welcome & Check-in
10:15-11:05am	Awake to Woke to Work: Framework and Data Walk <ul style="list-style-type: none"> ● Andrew Plumley, Associate Director, Equity in the Center
11:05-11:15am	Break
11:15-12:00pm	Race Equity Cycle Overview & Best Practices
12:00-12:30pm	Lunch (catered by Reem's)
12:30-1:45pm	Awake to Woke to Work: Action Planning
1:45-2:45pm	Video Conversation <ul style="list-style-type: none"> ● Ibram X. Kendi, author of How to Be An Antiracist
2:45-3:00pm	Closing/Reflections