

## **EiC Resources**

“Awake to Woke to Work: Building a Race Equity Culture” publication:

<https://www.equityinthecenter.org/wp-content/uploads/2019/04/Equity-in-Center-Awake-Woke-Work-2019-final-1.pdf>

So You Want to Hire an Equity Consultant, Part One: <https://www.wokeatwork.org/blog/so-you-want-to-hire-an-equity-consultant>

So You Want to Hire an Equity Consultant, Part Two: <https://www.wokeatwork.org/blog/so-you-want-to-hire-an-equity-consultant-part-2>

How to Lose/Retain a Leader of Color in 365 Days: <https://www.wokeatwork.org/blog/how-to-lose-retain-diverse-leaders-in-365-days>

**Year Up** case interview on working with equity consultants and how it increases capacity to lead race equity work: <https://vimeo.com/330995776>

**Leadership for Educational Equity** case interview on how coaching helps managers embed equity in management practice: <https://t.co/G2PcsWDd3k?amp=1>

**SAGE** case interview on how an equity consultant coached a CEO to understanding of his blind spot for white business culture: <https://t.co/EPLtNL3Pgr?amp=1>

**SAGE** case interview on how race equity consultants supported organizational transformation: <https://t.co/ou6JgUn4rk?amp=1>

## **Equity Resources**

[Building Movement Projects Race to Lead Report](#)

[Building Movement Project California Race to Lead Report](#)

[Service Never Sleeps](#) - Whitney Parnell's organization that does terrific allyship workshops for both white allies and allyship in an intersectional context.

[PISAB](#) - Focuses on understanding what racism is, where it comes from, how it functions, why it persists and how it can be undone. Their workshops utilizes a systemic approach that emphasizes learning from history, developing leadership, maintaining accountability to communities, creating networks, undoing internalized racial oppression and understanding the role of organizational gate keeping as a mechanism for perpetuating racism.

[Race Forward](#) - Race Forward's Building Racial Equity series is a collection of interactive trainings for those who wish to sharpen their skills and strategies to address structural racism and advance racial equity. Unlike "diversity trainings" which primarily focus on *interpersonal* relations and understanding, the Building Racial Equity trainings emphasize how to challenge and change *institutional* racial inequities.

[Racial Equity Institute](#) - REI does many different trainings for individuals/organizations on a broad spectrum of learning and understanding. The workshops speak to the historical context of race/racism in this country and are designed to help individuals and institutions practice reframing problems and determining solutions with a racial equity lens.

[Unrealized Impact](#) - Education data we looked at during the data section of our presentation that dives deep into data on what DEI policies and practices that are being implemented within education organizations.

[Race to Lead Report](#) - Has the first/best data on racial leadership gap within the social sector and debunks the myth that the lack of diversity in leadership positions is due to a pipeline problem as it shows that the true problem is structural racism.

[Putting Racism on the Table](#) - This is a learning series that many senior leaders at prominent nonprofit and philanthropic organizations have gone through that have helped individuals in their personal growth around topics of structural racism, implicit bias, whiteness and privilege, etc. This has been a huge success in many respects and is highly recommended.

[Demos Racial Equity Transformation Case Study](#) - Wonderful case study of how Demos transformed itself to be a race equity organization. This is one of the newest case studies/reports out, and it's very beneficial in that it takes the reader through the tactical actions they took to center race equity at Demos.

The Annie E. Casey Foundation came out with a report on their two decade long journey of [Operationalizing Equity](#) within their organization. It's a great report on how they've integrated equity into the work they do internally, as well as externally.

The [Racial Equity Resource Guide](#) is a good resource (from Kellogg Foundation) for a solid overview of things from a glossary of racial equity terms to talking about structural racism.

[Racial Equity Tools](#) - The place many DEI practitioners turn to for an amazing list of curated resources, case studies, articles etc. This resource pulls from many different people in a plethora of different fields doing equity work. It's a great resource for anybody thinking about this work.

[Seeing White Podcast](#) - Unbelievable podcast on the history of race and the construct of whiteness in America. Fascinating listen.

[Characteristics of White Dominant Culture](#) - Tema Okun

Interaction Institute for Social Change provides a range of trainings on historical, structural and institutional racism, and how they manifest in organizations. They also provide training on how to facilitate for racial justice and race equity: <http://interactioninstitute.org/trainings/>

Transforming Organizational Culture Assessment Tool designed by the curator of the Racial Equity Tools site, Maggie Potapchuk: [http://www.mpassociates.us/uploads/3/7/1/0/37103967/toca\\_toolpotapchuk\\_.pdf?fbclid=IwAR344NrrBOLK53VIPN25UhBGEgWUQMTTV1aPrnjUXQAI-2kfqLWNVbCx7WM](http://www.mpassociates.us/uploads/3/7/1/0/37103967/toca_toolpotapchuk_.pdf?fbclid=IwAR344NrrBOLK53VIPN25UhBGEgWUQMTTV1aPrnjUXQAI-2kfqLWNVbCx7WM)

**Video from the 2018 EiC Summit sessions:**

[Igniting the Sector to Advance Equity- Intersectional Equity Journeys Part 1& Part 2](#)

**Description:** CHANGE Philanthropy presents TED-style talks on its members' programmatic and advocacy work to drive intersectional race equity in the philanthropic sector. A panel discussion of how their work aligns for impact will follow.

**Speakers:** Aaron Dorfman, President, National Committee for Responsive Philanthropy; Storme Gray, Director of Programs, Emerging Practitioners in Philanthropy; Dr. Raquel

Gutierrez, Director of Leadership & Learning, Hispanics in Philanthropy; Lyle Matthew Kan, Director of Research & Communications, Funders for LGBTQ Issues

[What Would an Equity Consultant Do? Strategic, Management & Operational Insights from Expert Practitioners Part 1, Part 2, & Part 3](#)

**Description:** Race equity leaders with national consulting practices share learnings gleaned from decades supporting nonprofit and philanthropic organizations in shifting culture, operations and practice toward race equity.

**Speakers:** Lupita Gonzalez, CEO, The Thrive Advisory; Dr. Heather Hackman, Founder, Hackman Consulting Group; Inca Mohamed, Principal, IAM Associates; Julie Nelson, Senior Vice President of Programs, Race Forward/Co-Director, Government Alliance on Race and Equity (GARE); Elissa Sloan Perry, Co-Director, Management Assistance Group; Sean Thomas-Breitfeld, Co-Director, Building Movement Project (Moderator)

[Closing Keynote on Facing Whiteness with Heather Hackman](#)

**Description:** Even in spaces where racism is named, there is often a lack of willingness to call attention to whiteness as the core driving dynamic of racial oppression in the US. Hackman will explore white privilege and supremacy as the continual catalyst for structural racism, and highlight the role of white leaders in dismantling a system designed to preference them and oppress Native people and people of color.

**Speakers:** Dr. Heather Hackman, Founder, Hackman Consulting Group