

# DAY 17: Building a Race Equity Culture

“And I saw that what divided me from the world was not anything intrinsic to us but the actual injury done by people intent on naming us, intent on believing that what they have named us matters more than anything we could ever actually do.” - [Ta-Nahesi Coates](#).

Every day in the workplace, individuals face challenges being their authentic selves. As leaders and colleagues, we each have a role to play in creating inclusive workspaces. Diverse perspectives enrich our workplaces, and [studies are showing](#) that involving diverse voices improves performance, problem solving and decision making. Yet, [people of color and women are underrepresented](#) in C-Suite, upper management, and Board roles compared to their representation in the overall working population. The culture of an organization provides insight into the racial dynamics and racial equity/parity within the organization. Today we will focus on how you can create a race equity culture at work.

**Did you know?** University of Michigan Professor Scott Page’s, book [The Diversity Bonus](#), discusses in what situations diversity adds value to teams and the importance of inclusive environments. Also, check out [Race, Work and Leadership: New Perspectives from the Black Experience](#), a collection of essays on how race impacts people’s work and leadership experiences, co-authored by a professor at The University of Michigan Ross School of Business’ [Center for Positive Organizations](#).

## Today’s Challenge

**Option 1:** Read the Building a Race Equity Culture in the Social Sector [2-pager](#) or download the full report entitled [Awake to Woke to Work: Building a Race Equity Culture](#) to learn from one or both of these excerpts: the explanation of dominant culture in the context of building a race equity culture, found in the box on top of page 10, the two-page executive summary on pages 2-3. Explore ways you can help build a race equity culture in your organization, neighborhood, and/or community.

**Option 2:** Listen to this podcast featuring Harvard Business Review co-hosts Alison Beard and Dan McGinn responding to some [common challenges faced by businesses in promoting diversity and inclusion](#) in their workplace (transcript included). Explore ways to help support your organizational leadership to promote diversity and inclusion.

**Option 3:** Get comfortable with words and language to engage in more inclusive and respectful dialogue – learn from Racial Equity Tools’ new [Glossary of Racial Equity Terms](#). Examine which terms you may have been using that need to be replaced with more appropriate racial equity terms.

**Option 4:** Take courage by knowing you are not alone, watch this [3-minute video](#) shedding light on common struggles people face bringing their authentic selves to the workplace. Reflect on

struggles your colleagues (family or friend group) may be facing in bringing their authentic selves into space with you. Explore ways you contribute to this phenomenon.

**Option 5:** If you are connected to an organization, consider joining the [Michigan Roundtable for Diversity and Inclusion](#), which is dedicated to confronting and undoing systemic racism impacting local communities and the state of Michigan.

**Share your reflections** on today's topic on social media using the hashtag **#unitedforequity**, **#miuwequitychallenge**, **#uwwcequity** and tag **@uwwashtenaw**.