

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.



Graphic source: [Stanford University's Anti-Racism Toolkit](#)

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 read one or both of these excerpts:

- Read the explanation of dominant culture in the context of building a race equity culture, found in the box on top of page 10.
- Read the two-page executive summary on pages 2-3.

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).

Option 3: Review Racial Equity Tools' new [Glossary of Racial Equity Terms](#), with over 60 terms and definitions. The words and language we use hold significant meaning; staying educated on these terms can help us engage in more inclusive and respectful dialogue.

Option 4: Watch this [3-minute video](#) shedding light on common struggles people face bringing their authentic selves to the workplace.

Option 5: [Read the 6 Steps Leaders can take to Become Anti-Racist](#) to learn steps to make lasting change as a leader, especially if you are a white executive by embracing the role of being actively anti-racist.

Option 6: Educate yourself on microaggressions, and then commit to doing no harm. [Read this Forbes article on microaggressions at work](#), and then [listen to this NPR story on how and when to talk through microaggressions](#).

Option 7: [Read this article from the Management Center, "So You've Declared That Black Lives Matter. Now What?"](#) to learn how to meaningfully go beyond public displays of anti-racism

Option 8: Research shows that how organizations respond to large-scale, diversity-related events that receive significant media attention can either help employees feel psychologically safe or contribute to racial identity threat and mistrust of institutions of authority. [Read this article making the case for why U.S. businesses must take meaningful action against racism.](#)

Option 9: [Explore this toolkit on Interrupting and Dismantling Racism](#) to gather perspectives and conversation points to have effective dialogue surrounding race both in and outside of the workplace.

Share your reflections on today's topic on social media using the hashtag [#unitedforequity](#) and tag [@uwwashtenaw](#).

