



## 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-Nehisi 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 show](#) 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.

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.

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**Option 1:** Read the Building a Race Equity Culture in the Social Sector [2-pager](#). Also, read “[Moving Beyond Diversity Toward Racial Equity](#)” by Ben Hecht in the *Harvard Business Review*.

**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) (31:51).

**Option 3:** Explore more about embracing multiple identities by reading about [the impact of racism on immigration](#) and listening to [the podcast about Racial Imposter Syndrome](#) (29:00).

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

**Option 5:** Watch this [short video](#) (3:52) about the difference between diversity, inclusion, and equity and reading this detailed report on [Being Black in Corporate America; an Intersectional Examination](#).



## Questions to Consider for Self-Reflection:

- What is your workplace doing to build a race equity culture?
- Consider the phrases, “diversity training” and “equity and inclusion training”. What is different about these two phrases? How is equity and inclusion a better measure of a race equity culture?
- What did you feel when watching the video in option 4?

**Share your reflections from today’s topic** on social media to inspire friends, family, and colleagues. Use the hashtags [#unitedforequity](#), [#equitychampions](#), and [#CREquitychallenge](#) when sharing!