



RACIALLY RESPONSIVE ACTION FOR CEO'S & C-SUITE LEADERS

Dismantle Systemic Racism. Institutionalize Racial Inclusion.

EXECUTIVE ACTION: 3 Steps

1. Call for an end to Racist Ideals, Policies, Practices & Behaviors. Publicly & Internally. Now and in the future.
2. Adopt Anti-Racist Policies, Practices & Behaviors in People, Purchasing, Philanthropy, and Policy → Max Out In Your Lane
3. Invest in Black-led Anti-Racism Efforts and efforts led by BIPOC; Follow Black Leaders

Systemic Actions: Establish, measure, and publicly monitor meaningful, disaggregated People, Procurement, Philanthropy, and Policy goals. Apply an anti-racist lens to all decisions to ensure that all corporate actions reinforce the racial inclusion and equity agenda. Racial equity and justice IS business.

PEOPLE

- ◆ Address racial bias and barriers to racial equity in attraction, retention, engagement, wages, and advancement → BIPOC in good jobs (family sustaining wages & benefits, racially inclusive & engaging environment)
- ◆ Board
- ◆ All Ranks: Executive, Leadership, Management, and Entry-Level Roles

PROCUREMENT

- ◆ Spend with locally owned businesses owned by BIPOC; spend with intention to create family sustaining jobs for BIPOC in undercapitalized neighborhoods
- ◆ Invest in growth of BIPOC owned businesses in growth sectors: \$\$\$, business mentoring, contracts, amend procurement policies and practices

PHILANTHROPY

- ◆ Invest multi-year, unrestricted funds in Black-led organizations, Indigenous led- organizations and other POC-led organizations → *Invest in systems change and recovery*
- ◆ Invest capital in Black, Indigenous and POC owned businesses and in non-traditional efforts led by BIPOC to increase property ownership among BIPOC owned businesses

POLICY

- ◆ Align corporate public policy lobbying with BIPOC led efforts to dismantle institutional racism

"Philanthropy is commendable, but it must not cause the philanthropist to overlook the circumstances of economic injustice which make philanthropy necessary." – Dr. Martin Luther King, Jr.

**BIPOC= Black, Indigenous and people of color*



WE ARE YOUR PARTNERS FOR INCLUSIVE GROWTH

Relentless Pursuit of A Racially Inclusive Economy

- ◆ **Build a Culture of Shared Accountability for Racial Inclusion & Economic Justice**
 - Center the voices, experiences, and goals of BIPOC in data informed, market responsive, multi-sector actions
 - Establish Regional Goals for Racial Inclusion → Aligned with Indicators for an Inclusive Regional Economy[®]; Advocate for Institutional & Aligned Actions
 - Foster an Inclusive Future of Work: Partnership with Accenture to support employers in mitigating barriers of automation and augmentation for BIPOC workers
 - MSP Tech Inclusion Partnership: Partnership: Mitigating barriers to attract BIPOC into growing tech careers with regional employers; and address systemic barriers to wealth creation among Black tech businesses
 - Campaign for Good Jobs: Policy & Employer campaigns to increase BIPOC in family sustaining jobs with good benefits and racially inclusive workplaces
- ◆ **Dismantle Racial Exclusion & Scale Inclusive Growth**
 - Employer Inclusivity Consulting: Equip employers to dismantle corporate policies and practices that marginalize Black, Indigenous, and Workers of Color, and limit wealth creation and mobilization; and develop strategies to institutionalize racial inclusion (*People, Procurement, Philanthropy, Policy*)
 - Powering Inclusion Summit & Speaker Series: 12/4 Featuring Pulitzer Prize Winning New York Times Journalist Nikole Hannah-Jones (*Over 1,200 leaders taught to date*)
 - Undoing Racism[®] Workshops for leaders ready to build an anti-racist business
- ◆ **Build Regional Capacity to Act Locally, and Think Regionally**
 - Equip Economic Developers & Policy Makers for Inclusive Economic Competitiveness[®]
 - Guide and evaluate racially responsive public and private sector investments

The Case for Anti-Racist Corporate Action

- **Widening Wealth Gaps:** The typical Black household led by someone with an advanced degree has less wealth than the typical white household led by someone with a HS diploma.
- **Local Actions Have Failed:** In Minneapolis-St. Paul, the income gap between Black workers and White Workers is 15 percentage points wider than the U.S. average with a 55% gap. From 2008-2018, the wage gap between White workers and Workers of color in Minneapolis-St. Paul closed by only \$641. The wage gap persists for skilled, credentialed, and Black workers with advanced degrees. It's time for systems change.
- **Corporate Diversity & Inclusion Isn't Working:** Accenture's 3 year Getting to Equal Study, showed 2/3 of leaders believed they were creating an inclusive environment, but only 1/3 of employees believed it. Further, if the gap in perception of inclusion experience were closed by even 50%, U.S. corporations would gain \$1.05 Trillion in profits.
- **Racial Inclusion Benefits Everyone:** Closing the racial wealth gap could add 4-6% to GDP by 2028, (\$1-\$1.5 Trillion) the largest increase in over 30 years.





- Invest multi-year, unrestricted funds in underfunded organizations led by BIPOC;
 - Commit to designated funds to organizations, projects, groups and collaboratives led by BIPOC who are using an intersectional lens, include those with budgets under \$1 million
- Lead in solidarity with organizers, base builders and advocates
 - Commit to supporting established organizers, advocates, power builders
- Focus Hyperlocally
- Prioritize disproportionately impacted industries and workers:
 - Invest in organizations with sector specific priorities to increase the resiliency of our regions disproportionately impacted industries employing large numbers of BIPOC
- Invest in multi-faceted strategies for responsive BIPOC led organizations
 - Commit to multi-pronged innovative approaches to address the needs of BIPOC led organizations to expand capacity
- Operate with Trust
 - Trust Works. Commit to reimagining the relationship between funders and BIPOC led organizations and operate with trust-based approaches that are transparent, streamlined, flexible and remove barriers that disproportionately impact BIPOC led organizations. Invest in training for Foundation staff to address roots of oppression in philanthropy.

