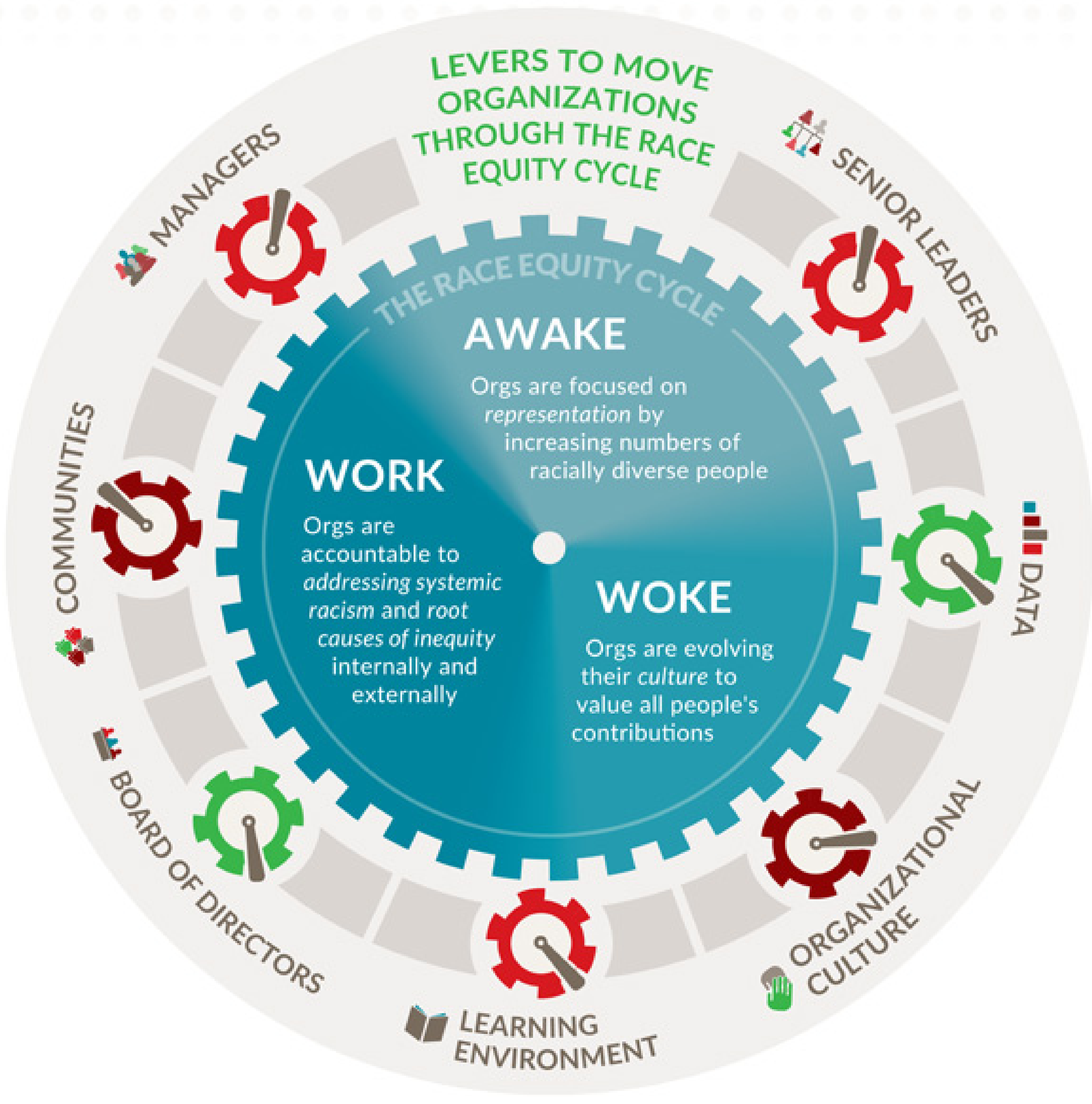


LEVERS TO MOVE ORGANIZATIONS THROUGH THE RACE EQUITY CYCLE



THE RACE EQUITY CYCLE

AWAKE

Orgs are focused on representation by increasing numbers of racially diverse people

WORK

Orgs are accountable to addressing systemic racism and root causes of inequity internally and externally

WOKE

Orgs are evolving their culture to value all people's contributions

MANAGERS

SENIOR LEADERS

COMMUNITIES

DATA

BOARD OF DIRECTORS

ORGANIZATIONAL CULTURE

LEARNING ENVIRONMENT