



5 Things Your Organization/Company/Agency Can Do This Year to Advance Equity and Help Heal Southern California

"When you do nothing you feel overwhelmed and powerless. But when you get involved you feel the sense of hope and accomplishment that comes from knowing you are working to make things better."

-Maya Angelou

Los Angeles is one of the most racially, ethnically and culturally diverse places in the world. Over 10 million people from more than 140 countries, speaking 224 different identified languages, currently call Los Angeles home. Yet underneath Los Angeles's racial diversity is a troubled past and lingering issues that persist to this day. The effects of racism are evident in the social, economic and government policies all around us and the places in which we live, learn, work and play.

Truth, Racial Healing, and Transformation – Los Angeles is a new and developing multi-faceted partnership of philanthropy, nonprofits, government, business and other community partners that will be broadly inclusive, nonpartisan and collaborative in nature. It will constantly add to the collection of people and organizations interested in contributing to improving Los Angeles for all of its residents, no matter what their race or background.

We invite you to participate in whatever ways you choose. Below is a list of things you can do over the next year and beyond to advance equity and help heal our region. We hope you'll take the time to learn about our region's racial histories, engage in dialogues around race and discrimination, confront your own biases and challenge your organization to be a leader in the fight for equity. You can find these lists and other resources at the [Truth, Racial Healing, and Transformation – Los Angeles \(TRHT-LA\) website](#).

1. **Revisit your organizational values—and revise if necessary—to include racial equity.** This can help align your organizational culture, goals, and strategies to advance equity.
2. **Invest in strengthening your staff's understanding of race equity and inclusion principles.** Offer professional development and racial equity training opportunities. Check out the helpful [Racial Equity Tools](#) website for ideas and take this [self-assessment](#).
3. **Examine your organization's internal and external policies and procedures for unintended biases that may perpetuate inequity and discrimination.** Specifically, look at:
 - a. **Internal:** Change hiring and promotion practices to mitigate unintended biases and disrupt practices that have disadvantaged people of color, women and individuals from lower socioeconomic backgrounds, such as:
 - i. Adopt a policy that allows for "education requirements *OR equivalent experience*" instead of strict education requirements

- ii. Follow [new California laws](#) that prohibit employers from asking job applicants about
 - 1. Previous salaries
 - 2. Criminal records (until a conditional job offer has been extended)
 - b. **External:** Ensure that your communications and business strategies reflect an inclusive message and intentional efforts to serve everyone equitably. For example:
 - i. Review your website and other communications—and revise if necessary—so the visual images and messages reflect the full range of your potential customers and stakeholders.
 - ii. Review practices to remedy any unintended or structural bias and ensure that you are offering equitable access to your services.
- 4. **Strengthen the capacity of your organization to address racism and discrimination by collaborating with other organizations that work explicitly on improving outcomes for communities of color.** The [TRHT-LA website](#) will have suggestions in the coming months.
- 5. **Regularly assess your organization’s racial equity efforts.** Make sure to adopt distinct metrics for diversity, cultural competency and inclusion, each of which contribute to the larger equity outcomes. Examples of actions your organization can consider include:
 - a. *Racial Equity:* Identify systemic and institutional barriers to race-equitable outcomes by conducting [equity impact assessments and organizational self-assessments](#).
 - b. *Diversity:* Increase racial/ethnic diversity on your board and among staff, especially senior staff.
 - c. *Cultural Competency:* Provide training that assists board members and employees to work across cultural lines and make decisions that are culturally appropriate and sensitive.
 - d. *Inclusion:* Adopt practices that actively encourage and value engagement by all groups and stakeholders.

Thank you for taking the time to consider how you—together with other Southern Californians and so many allies nationwide—can help bring healing and equity to our communities.