TRUTH & TRANSFORMATION 2020
BEYOND DIVERSITY & INCLUSION: EXAMINING THE LIMITS OF THE BUSINESS MODEL

EXECUTIVE SUMMARY

This October, the Institutional Antiracism & Accountability Project (IARA) convened its second annual Truth and Transformation conference, entitled "**Beyond Diversity & Inclusion: Examining the Limits of the Business Model.**" In the wake of a summer that saw George Floyd and other Black peoples' murders at the hands of police, and country-wide and global protests that followed, over 1,300 participants convened online to discuss tangible steps toward racial equity across organizational sectors. Distinguished keynote presenters included **Dr. Ruth Simmons**, President of Prairie View A&M University and former President of Brown University; **Dr. Pamela Newkirk**, author of Diversity, Inc.; **Glenn E. Singleton**, author of Courageous Conversations About Race.

The day's program centered art and narrative, underscoring the role of creativity in the journey to advancing equity. Artist **Jason Eskridge** provided a musical performance and **Clint Smith**, staff writer at The Atlantic and author of Counting Descent, recited poems from his collection.

Panelists and participants shared learnings about what does and does not work when it comes to making companies more equitable. Across the day's programming, speakers surfaced a number of key takeaways as critical cornerstones for organizations working toward racial equity.

Some key components for **creating equitable organizations** that emerged throughout the day are outlined below.

> *"A leader must recognize their own role in creating the systems and processes present in their company today."*

Laura Marquez, Global Lead for Diversity, Equity & Inclusion Policy, Google

LEADERSHIP BUY-IN & ACCOUNTABILITY
Speakers across the board highlighted that diversity and inclusion efforts must extend beyond the role of the Chief Diversity Officer. Unless C-suite level executives are personally bought in and accountable to ensuring racial equity in their organizations, any changes made will be incremental and unsustainable.

TRANSPARENT DISAGGREGATED DATA
Collecting and analyzing data on hiring, advancement, and retention of staff members by racial identity is an important first step to identifying problem areas and developing strategies. Making this data available to as many employees and external stakeholders as possible creates transparency and accountability.

> *You can tie progress on racial equity to how leaders are assessed, how they're measured, and how they're rewarded.*

Tamika Curry Smith, Former VP of Global Diversity & Inclusion, Nike

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> *"Absent courage, there is no transformation."*

Glenn E. Singleton, Founder Pacific Educational Group

OPEN STAFF CONVERSATIONS
Authentic progress toward racial equity requires engaging in conversations that may be uncomfortable. Staff members must be willing to engage in dialogue about why inequities exist, and grapple with difficult truths before moving toward brainstorming solutions. Understanding the role that race has played in one's own life is critical to more deeply understanding racial inequities in the workplace.

SPONSORSHIP FOR EMPLOYEES OF COLOR
Speakers emphasized the importance of ensuring that BIPOC employees have advocates and sponsorship in the organization, to be able to share ideas and take risks. Only with leadership development, mentorship and sponsorship of all employees can firms create a truly equitable workplace. Approaching D&I as a collective responsibility, rather than leaving it to a certain subset of staff, can help to achieve this.

> *"We must determine where power currently lies in an organization, and start to shift that."*

Lori Villarosa, Executive Director, Philanthropic Initiative for Racial Equity

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FOR MORE INFORMATION ON THE TRUTH & TRANSFORMATION CONVENING

iaratruthandtransformation.org

TOOLKIT: KEY TAKEAWAYS

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"No matter how painful or disturbing, we cannot make progress if we do not understand the nature and extent of the problem we face. The stories now being told about racism in our country need to be told, and they need to be heard."

Dr. Ruth Simmons, President, Prairie View A&M University; President Emerita, Brown University

STORIES FROM THE FIELD: THE WAY FORWARD IN CORPORATE DIVERSITY

☐ Understand the system within which your firm operates, and recognize your own role in contributing to its **power dynamics.**

☐ Understand from those who have been historically marginalized what it would require for them to feel a **sense of belonging**, and have a pathway to equitable advancement.

☐ Collect disaggregated data, and look through it together to understand trends as a leadership team. Do not shy away from conversations about the **places where progress is not happening**.

☐ Tie leadership performance & compensation to achieving racial equity.

KEYNOTE: PAMELA NEWKIRK

☐ Ensure authentic leadership commitment to a process of change. **Hold leadership accountable** to this change.

☐ Collect data to understand **which groups are underrepresented** at your firm and why.

☐ Interrogate processes such as hiring to understand **where social networks are constraining** your firm's ability to hire and retain diverse talent.

THE GOOD, THE BAD, AND THE UGLY IN INCLUSION AND DIVERSITY

☐ Frame your racial equity work in terms of the vision that is **articulated by BIPOC communities** living the issues every day.

☐ Understand and grapple with the **history** that got us here.

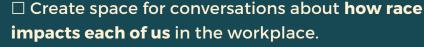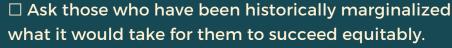☐ Use racial equity as a **good business standard** that guides where your firm invests.

KEYNOTE: GLENN SINGLETON

☐ Create space for conversations about **how race impacts each of us** in the workplace.

☐ Ask those who have been historically marginalized what it would take for them to succeed equitably.

☐ Form an **actionable framework** to move toward a shared vision for equity.

BRIDGING PRIVATE SECTOR AND NONPROFITS IN THE DIVERSITY & INCLUSION SECTOR

☐ Ensure that your Chief Diversity Officer is part of the C-suite, and that leadership is fully **bought into this work.**

☐ Understand the **time and resources** required for a Chief Diversity Officer to achieve their goals.

☐ Creatively strategize on how the CDO and CEO can collaborate to **keep their board accountable & engaged**.

☐ Ensure that Black employees have cover and sponsorship in the organization, to be able to **share ideas and take risks**.

☐ Work toward **inclusive procurement** and BIPOC-centered business investment.