



# Coalition for Racial & Ethnic Equity in Development (CREED)

## Learning Hub: Component One - Policies and Systems Research

### Introduction

CREED's Learning Hub is dedicated to sharing information and experiences related to implementing the five **Racial and Ethnic Equity (REE) [pledge components](#)** to enable our members to operationalize and advance REE in their organizations. Component One of the pledge focuses on the commitment and accountability to REE in organizational policies and systems. We set out to understand the current environment for REE in the United States (U.S.), and identify available reference materials and training resources in the public domain. Follow-on activities will share members' approaches and lessons learned in their journeys to advance REE. Note that inclusion of resources within this report does not constitute endorsement by CREED.

### Background

Since 2020 the world, and particularly the U.S., has seen a renewed and urgent call to address the systemic, structural, and personal impact of racism and neo-colonialism in our social institutions and interactions. Building on the **diversity, equity, and inclusion (DEI)** efforts that promote the *representation and participation* of different groups of individuals - including people of different ages, races, ethnicities, abilities, gender identities, sexual orientations, and religions as well as people with diverse backgrounds, life and professional experiences, skills, and expertise – REE strives to realize *equality, parity, and justice* specifically for **Black, Indigenous, and People of Color (BIPOC)** in the U.S. In particular, REE policies and programs endeavor build equity to ensure fair access, opportunity, and advancement for BIPOC individuals on systemic, institutional, interpersonal, and individual levels that are free from bias and discrimination.

### Commitment Statements and Policies

Our research found that the most widely available resources are commitment statements and reports in the DEI realm. Most organizations publish a mission, values, or goals statement relating to DEI while briefly touching on REE. They rarely touched on building racial diversity within an organization, particularly in leadership, and instead focused more on creating safer environments for current employees. Links to policies, definitions, and compiled resources are below.

### ELEMENTS OF GOOD REE POLICY

- Consideration of the racial and ethnic diversity of the leadership of an organization
- Addressing challenges in organizational culture related to respect, inclusion and equity for all staff
- Committing to opening discussion surrounding REE issues within the employee body as well as creating space for BIPOC employees to safely speak out against members of the organization who have violated the policy
- Committing to protecting the safety of the minority populations as opposed to the comfort of the majority population
- Ensuring there are resources available to members of the organization to learn more and educate themselves on unfamiliar issues

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## VARIATIONS ON THE THEME

**Annie C. Casey Foundation** uses [Racial and Ethnic Equity and Inclusion](#) (REEI) to describe the work they do. Their [workforce composition](#) is an example of detailed metrics.

**Social Impact** (a CREED First Endorser Signatory Member) covers their efforts in the REE space under the umbrella of their [Diversity, Equity, Inclusion & Belonging](#) (DEIB) policy. In 2021, they published the first of its kind survey [Benchmarking Race, Inclusion, and Diversity in Global Engagement](#), providing a baseline of DEI at the organizational level across US-based organizations in the international development and humanitarian sector.

- **Business Roundtable**, a private, non-profit association of chief executive officers of US companies, has an extensive section on [Advancing Racial Equity and Justice](#), which includes statements, reports, and data supporting the need for the corporate actions taken.
- The **Center for Global Development** assessed the diversity of 15 NGOs providing humanitarian assistance and requested their statements. The results are available in their [Virtual Tool to Explore Statements and Data from International Development Organizations](#).
- **GiveWell**, a private, non-profit charity assessment organization, provides concrete [steps it took to address hiring inequities](#).
- **District Bridges**, a private, non-profit with a mission to enrich neighborhood vitality, takes their [racial equity statement](#) a step further, listing out steps they need to take to achieve their goals.
- The **Milbank Memorial Fund** is a private, non-profit foundation working to improve the health of communities and populations. Their [racial equity statement](#) highlights past failure and list current initiatives.
- **Pledge 25x25** is a movement by leading Silicon Valley companies to catalyze measurable change for diversity, equity, and inclusion. Their website includes a rich [Resources tab](#).
- **Robertson Foundation for Government** calls out injustice and racism in their [mission statement](#) and is supporting [Georgetown Institute for Women, Peace and Security](#), whose stated focus is on DEI in Higher Education, but their resources include racial equity and justice.
- The **Technical Assistance Collaborative** is a private, non-profit organization that helps, “human services, health care, homelessness, and affordable housing systems implement policies and practices that empower people to live healthy, independent lives in the communities they choose.” They have a strong and specific [racial equity statement](#).
- In support of President Biden’s [Executive Order 13985 - Advancing Racial Equity and Support for Underserved Communities Through the Federal Government](#), **US federal and independent agencies** developed equity action plans to [Advance Equity and Racial Justice Through the Federal Government](#).
- **US Agency for International Development’s** [Equity Action Plan](#) provides 61 preliminary recommendations to advance the White House’s racial and ethnic equity goals in foreign assistance.
- **US Department of Transportation** has an [Equity and Access Policy Statement](#) that touches on racial inequity and environmental justice for disadvantaged communities.

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- **The World Bank's [statement](#)** includes actions they have taken, such as a staff survey and development of a task force, and links to their [Anti-Racism Charter](#).

## Tools and Practices

Other resources we looked for were tools and best practices related to creating REE policies and responsive systems. Within the public domain, write-ups for the application of a given tool or framework are more readily available than the tools themselves.

- **Public Profit** helps organizations learn from data and make informed decisions. They have created a downloadable [DEIB Survey](#) with references.
- The **Urban Institute** is a non-profit research organization that provides data and evidence to help advance upward mobility and equity. Their [Racial Equity Analytics Lab](#) has tools, thought pieces, and briefs.
- The **Annie E. Casey Foundation** provides a [detailed case study](#) of the internal application of their REI Framework with lessons learned.
- **Washington State Labor Council** offers their [Racial Equity & Policy Toolkit](#) online and as a downloadable pdf.
- **The World Bank's [Anti-Racism Charter](#)** outlines six principles to combat racism within the organization.

### Government Alliance on Race and Equity (GARE)

GARE is a national network of government working to achieve racial equity and advance opportunities for all and is a joint project of the [new Race Forward](#) and the [Othering and Belonging Institute](#).

Their [Tools and Resources](#) section features a rich selection of event materials, issue papers, and resources, including their *Racial Equity Action Plans: A How-to Manual* and *Racial Equity Toolkit: An Opportunity to Operationalize Equity*. Though targeted towards government, these can easily be adapted for our organizations and the work we do.

## Trainings

Most DEI and REE-related training content is unavailable in the public domain. We have included links to a few of the companies that offer trainings and publicly provide reasonable details of their content.

- **Project Change Anti-Racism Initiative** in collaboration with **The Aspen Institute** provides [a Training for Racial Equity and Inclusion: A Guide to Selected Programs](#) which summarizes the strengths and weaknesses of 10 types of REE trainings.
- **The Racial Equity Institute** is a Black-owned business comprised of a multiracial team of organizers and trainers who are committed to the work of anti-racism transformation. They offer several

IT STARTS AT THE TOP

[Executive Order On Advancing Racial Equity and Support for Underserved Communities Through the Federal Government](#)

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[workshops on Racial Equity](#), designed to help individuals, organizations, and communities grow their understanding and analysis of structural racism and its cultural and historic roots.

- **The Casey Foundation** developed the Race Matters Toolkit and Race Matters Institute, designed to help individuals and organizations directly define and address equity issues. Organizations can [reach out](#) to Race Matters and request personalized REI trainings. The Foundation further outlines the [deployment of Casey's REI framework](#), highlighting successes, challenges and lessons learned from implementing REI policies.
- **Center for Racial Justice in Education** trains educators to dismantle patterns of racism and injustice in our schools and communities. A broad [overview of the REE trainings](#) they provide can be found on their website.
- **Racial Equity Group**, a management consulting firm that provides advisory services to public and private sector organizations on Racial Equity, diversity, and inclusion strategies, provides the objectives and outcomes of their [Racial Equity Training Modules](#).
- **The University of Washington Tacoma** offers a brief [description of trainings](#) available to students and faculty, which are run by an external partner: [Red Sea Road Consulting](#).

## Conclusion

As anticipated, most of the information available in the public domain addresses REE indirectly, under the umbrella of DEI, or not at all. Many organizations make their DEI policy available publicly, but nearly all of them use broad language that could be applied to various issues. This absence illustrates the need for the creation and improvement of REE and DEI policies across the board.