Greater Buffalo
Racial Equity Roundtable

Racial Equity Impact Analysis Training

Diversity and Inclusion Symposium
June 8, 2021
Racial Equity Impact Analysis Training

• Introduced to WNY Employer Community in 2016

• Race Matters Institute

• **4 Part Series:**
  • 4hr Racial Equity Impact Analysis Tool Training
  • 4hr Train the Coaches
  • 4 Monthly, 90-minute support sessions (work plan development)
  • Virtual Connection of all interested participants via SLACK

• 3236 leaders, 123 unduplicated organizations and over 100 coaches
Non-Negotiables and Examples of Racial Equity Tool Application

Non-Negotiables:
• CEO, Executive Director, Top Leader on Board
• Accountability and Evaluation
• MOU
• Selection of Coaches

Application of Racial Equity Tool:
• Chief Diversity Officer Position
• Strategic Plan Development/Review
• Talent Recruitment Policy