



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