

## CSW's Commitment to Racial Equity and Inclusion

CSW believes that reducing disparities in educational and labor market outcomes for people of color is an economic and social imperative. CSW is committed to challenging systemic racial inequities in our organization, the field of workforce development, and the labor market more broadly. We are on a journey of progress advancing our long-standing commitment to diversity as an organizational value into an intentional integration of racial equity and inclusion (REI) as a central component of our internal operations and external work with clients and partners.

This focus on REI is part of a broader, active, ongoing commitment that acknowledges racism's complex, violent, inequitable, and personal legacy. This commitment also views inclusion through a lens of many personal and professional intersections and experiences – such as ethnicity, gender, religion, sexual orientation, immigration status, military background, disabilities, language, educational pathways, and competencies. We believe that individuals and their unique voices and viewpoints must be heard, valued, and honored in different and substantive ways.

### Where We are Now: Centering REI in CSW's Policies and Practices

In 2019, CSW received seed funding from the Association of Black Charities to develop racial equity policies and practices that impact both internal operations and client-facing projects. Additionally, we wanted to create a cohesive mental model of racial equity that is shared by all persons across the organization. With assistance from Nonprofit Enterprise at Work (NEW), we engaged in racial equity and inclusion knowledge and skill building. We developed a shared understanding of and commitment to REI and are embedding this in our internal culture and operations. Ways we are doing this include:

- Worked with CSW's board of directors and all staff to adopt a revised mission and set of values that center REI;
- Established a rotating internal REI team to help guide our ongoing learning and development activities;
- Identified REI staff competencies for continued personal development;
- Facilitating regular board and staff REI discussions to continue to build knowledge, grow strategy, and increase internal and external impact;
- Implemented changes in our recruitment, hiring, and advancement policies and practices such as posting job announcements more broadly, listing salary ranges and not including degree requirements on job postings, and implementing a competency-based learning and development system resulting in stronger and more racially diverse candidate pools and reduced bias promotion systems;
- Ensuring salary disparities do not exist across race, gender, and other identities through established wage ranges by functional levels and ongoing analysis of staff compensation;
- Developed opportunity and concept development screening and decision-making tools to ensure REI is centrally positioned in our work;
- Creating spaces for sharing and strategy making with workforce peers;
- Developing a set of organization Key Performance Indicators that measure our REI outcomes in our work and operations;
- Creating short and long-term strategy team action plans that support racial and economic equity; and
- Developing a way to audit our internal and external REI goals

## Where We are Going Next

We are committed to ongoing knowledge building and working with partners and clients to build our collective capacity to confront structural and systemic racism. We want to deepen and place focused attention on:

- Applying a systemic and intersectional analysis and lens to ensure we understand the experiences of communities and individuals, who reflect multiple identities;
- Disaggregating data by race in projects to better understand the impacts of a rapidly evolving and two-tiered economy, particularly on people and communities of color;
- Explicitly incorporating community voice and feedback from the workers and learners most impacted by our work and using that to design our programs and services and regularly assess how well we are helping close racial disparities;
- Joining colleagues with a similar viewpoint to focus our work on transforming and building new workforce development systems, policies, and practices that increase the economic mobility of people of color; and
- Continuing to sharpen our point of view and share that more broadly with the field as we shape economic impact.