Journey to Equity: Approaches to Elevating Equity Within Your Organization

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OFN’s Definition of Equity

- **Diversity of people, perspectives**
- **Inclusion**: power, voice, organizational culture
- **Equity = results** from policy, practice, position

Source: Race Matters Institute

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NCDF’s Approaches to Advancing Equity

- Staff & board training
- Defining our goals & intentions
- Review of our internal operations/processes
- Incorporate into our Work Plan
- Examining our lending and outreach strategies
- Examining how we measure impact
- Examining our strategic partnerships

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