Advancing Racial Equity Knowledge & Practices at Your CDFI

Jen Leybovich, Main Street Launch
Chair of Racial Equity Working Group from Citi-OFN Leadership Program
Agenda

- Background of Kit development
- OFN’s Process
- RCAC’s Process
- Outline of Kit
- Table Discussions
- Report back and questions
WE BELIEVE IN OPPORTUNITY. FOR ALL.

Equity @ OFN

Annie Holmes, Senior Vice President, Equity, Inclusion and Human Capital
What’s been going on @ OFN?

- Update on Equity
- Internal Structural changes
- How the work is shifting
Lessons Learned

- Internal Challenges
- Setting the Groundwork
- Prepare for the Unknown
- What’s next?
Introductory Thoughts

- Being thoughtful, strategic, and respectful in your approach is important

- Purpose to increase awareness and reflection, and to become more common to speak about racial equity

- Crowdsourced resource from various CDFI staff contributors

- Develop overall roadmap and desired outcomes

- Change management: who should be pushing this initiative forward, a workable timeline, feedback loop
Sections of the Kit

- Assessments
- Setting the Stage
- Format
- Education
- Advancing racial equity in internal operations
- Advancing racial equity in the community through your products and services
- Case Studies
Sample Questions for Table Discussions

- Has your organization taken any steps towards diversity, equity, and inclusion?

- What would be effective ways to advance racial equity knowledge and awareness in your org?

- Who is needed to push this initiative forward and examine internal operations?

- What challenges do you expect to encounter?

- What resources would be helpful from OFN?

- What could make the kit more helpful?