



**DEEPENING
ORGANIZATIONAL
DIVERSITY**



*Southern California Grantmakers
2010 Annual Conference and Members' Meeting*



RACE matters

Southern California Grantmakers Annual Conference

November 4, 2010



The Annie E. Casey Foundation

Advancing the Mission: Tools for Equity, Diversity & Inclusion



Advancing the Mission: Tools for Equity, Diversity and Inclusion



- The RESPECT Story
- Cross-Cutting Tools
- The “Hard-Wire” Group





Advancing the Mission: Tools for Equity, Diversity and Inclusion

The RESPECT Story-

A Learning Continuum for Race-Focused Work



Color-blind ● Diversity –only ● Race-tentative ● Equity-focused



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Advancing the Mission: Tools for Equity, Diversity and Inclusion

Cross-cutting tools:

- Institutional Assessment Quiz
- Creating & Sustaining an Affinity Group
- Building & Sustaining Awareness
- Video





Advancing the Mission- Tools for Equity, Diversity and Inclusion

The “Hard Wire” Group:

- Management Accountability
- Performance Evaluation
- Equity Coaches
- Grant Making
- Vendor Purchasing



Casey's Toolbox: Advancing the Mission Toolkit Race Matters Toolkit



Casey's Toolbox: www.aecf.org/racematters.aspx

