

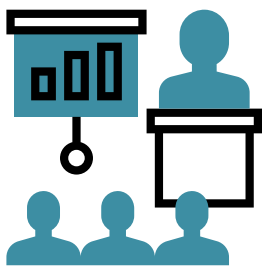
ACCOUNTABILITY

for Anti-Racism Work

BOARDS & LEADERS



OHIO ANTI-OPPRESSION COMMITTEE



TRAIN BOARD & EXECUTIVE LEADERSHIP

Hold trainings specifically designed for agency Board of Directors and Leadership about equity, inclusion, and anti-racism.



ALLOCATE RESOURCES

Allocate substantial human and financial resources to doing anti-racism work within the agency.



STRATEGIC PLANNING

Develop and implement a strategic plan specific to anti-racism with a long-term goal of ending all forms of oppression.



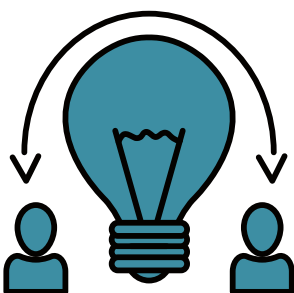
POLICIES AND PRACTICES

Update current policies and adopt anti-racism practices to ensure equity across the organization. Utilize equity primes when making decisions.



CREATE AN INTERNAL EQUITY & INCLUSION COUNCIL

Create a team of board members, executive leadership, staff, and volunteers to evaluate and provide best practices that are reflective of anti-racist attitudes and behaviors embedded in work culture.



INCLUSIVE WORK CULTURE

Foster an inclusive work culture by ensuring People of Color's voices are centered and validated within the workplace.

FOR FURTHER RESOURCES ON EACH OF THESE CATEGORIES, VISIT:
RESOURCES FOR BOARDS & LEADERS