OHIO ANTI-OppRESSION COMMITTEE

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*