

# 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: [OAESV.ORG/AOC](https://www.oesv.org/aoc)**

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