

Welcome to What is Your X?

*Why the Workplace is the Perfect Place to Discuss
The Undiscussables – Race and Racism*

Gina Greenlee & Margaret H. Greenberg, Co-authors of

**The Business of
RACE**

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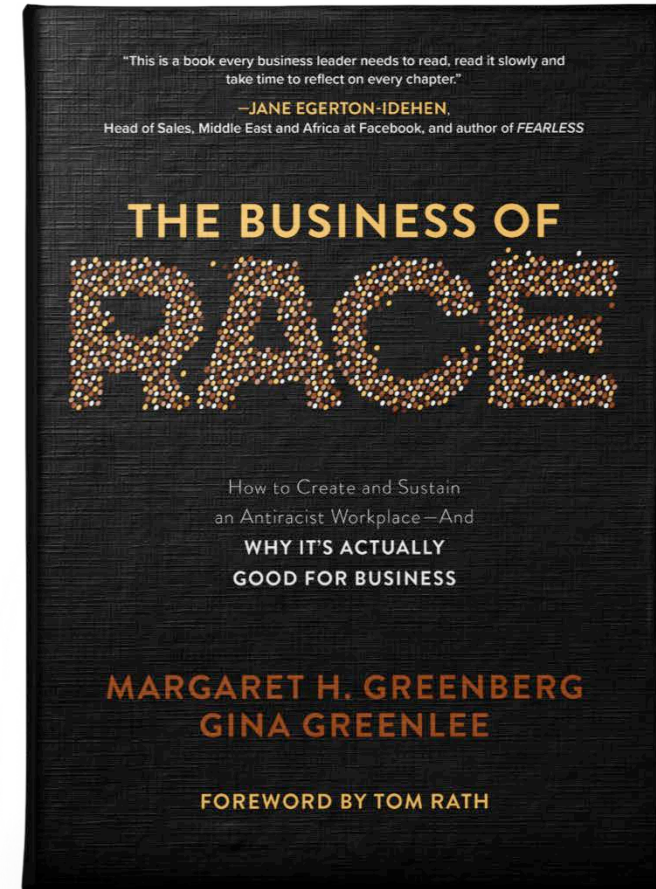
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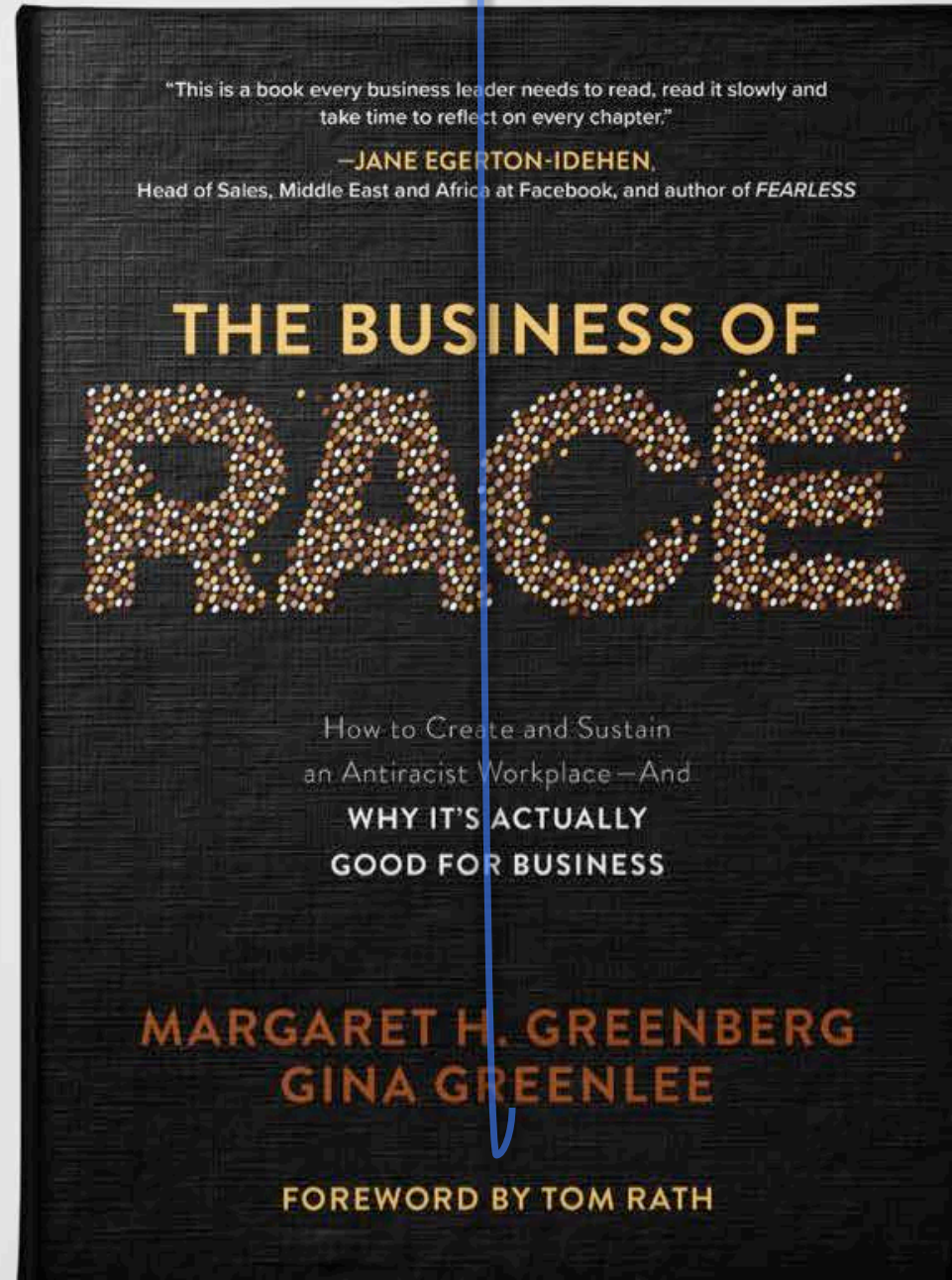
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Agenda

- ☒ What is The Business of Race?
- ☐ The Business Case
- ☐ Strategy
- ☐ Q & A

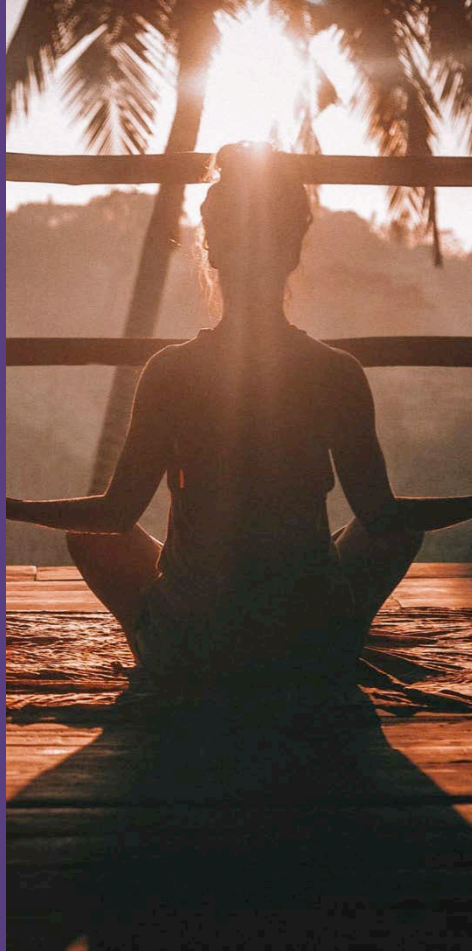


The Inner Work



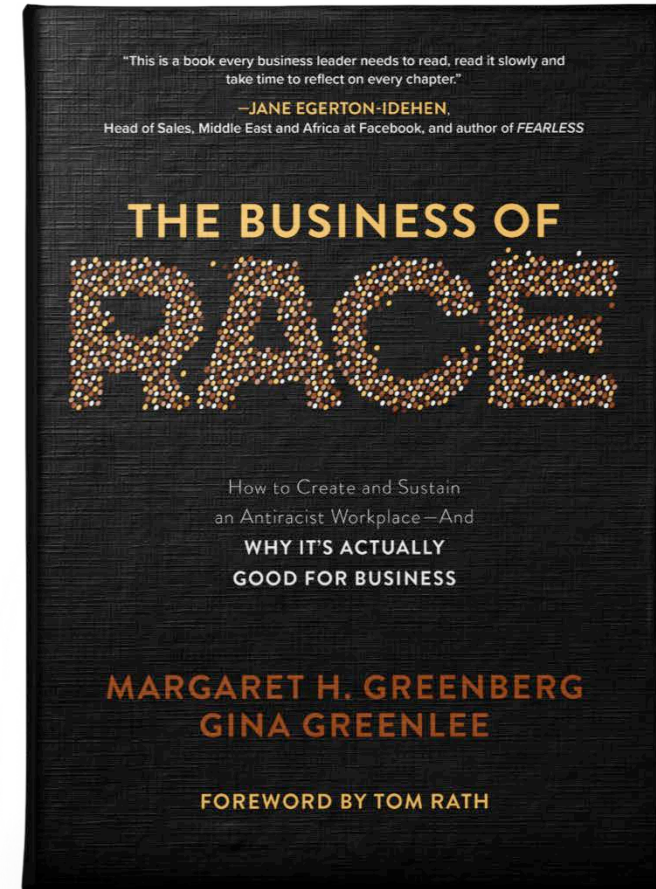
The Outer Work

5 Themes in *The Business of Race*

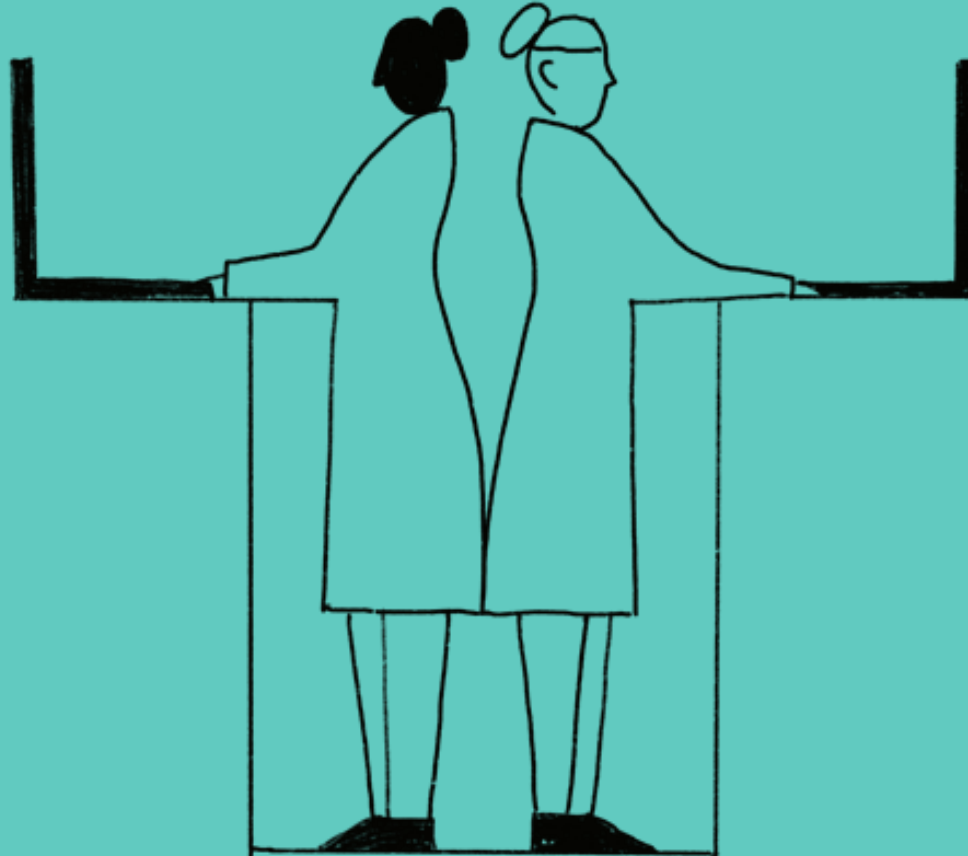


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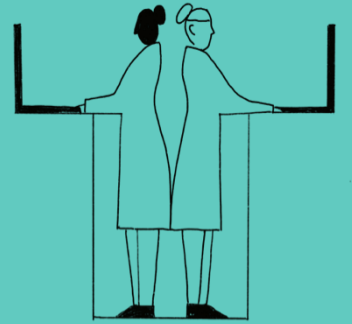


Why the Workplace is the Perfect Place



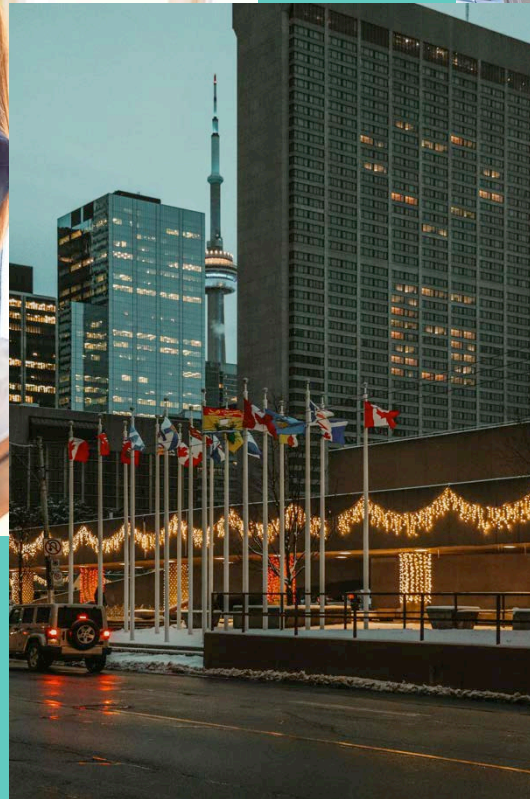
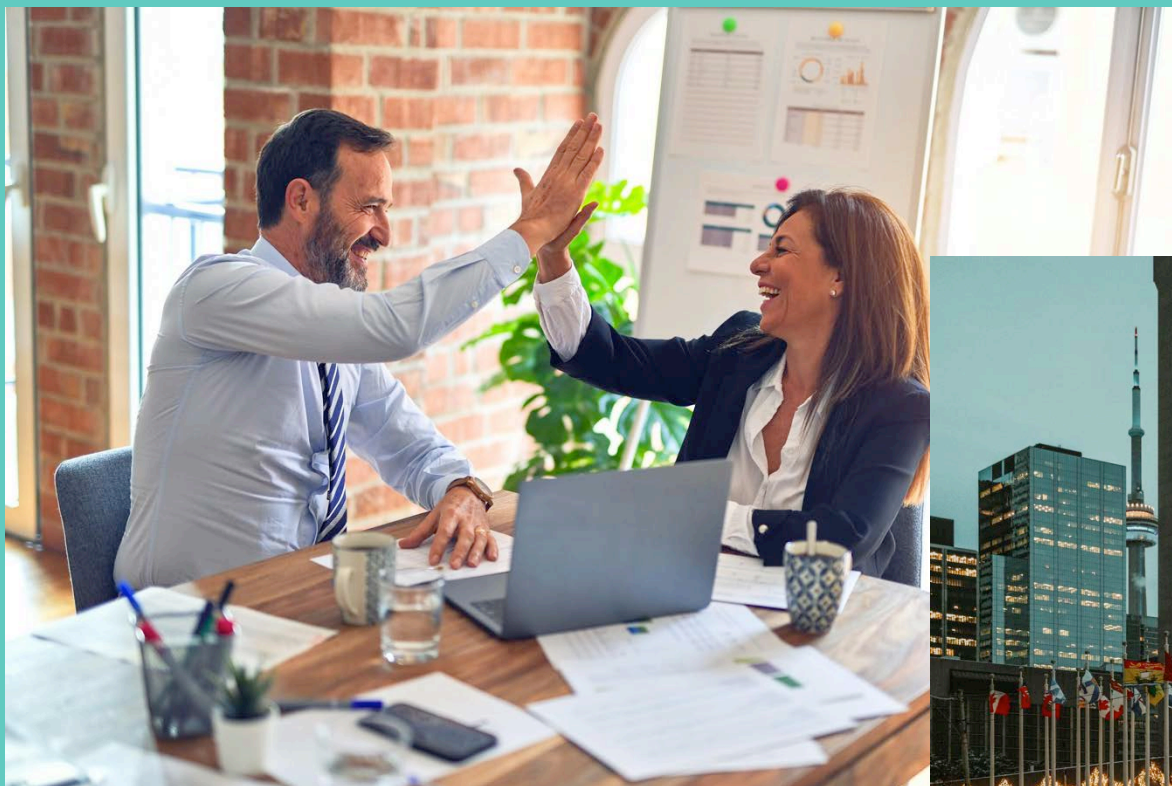
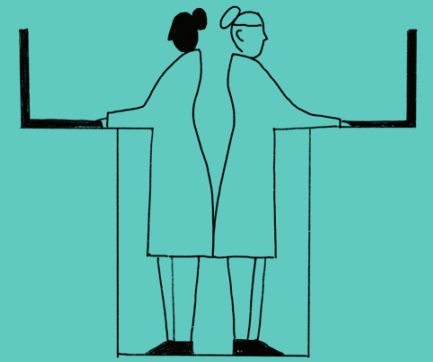
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Where We Interact



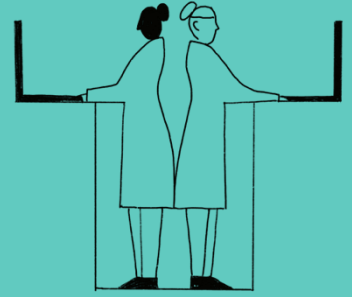
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Readymade Coalition



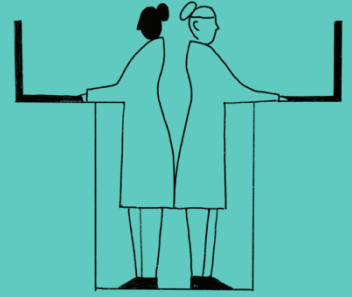
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Acquiring New Skills Is Expected



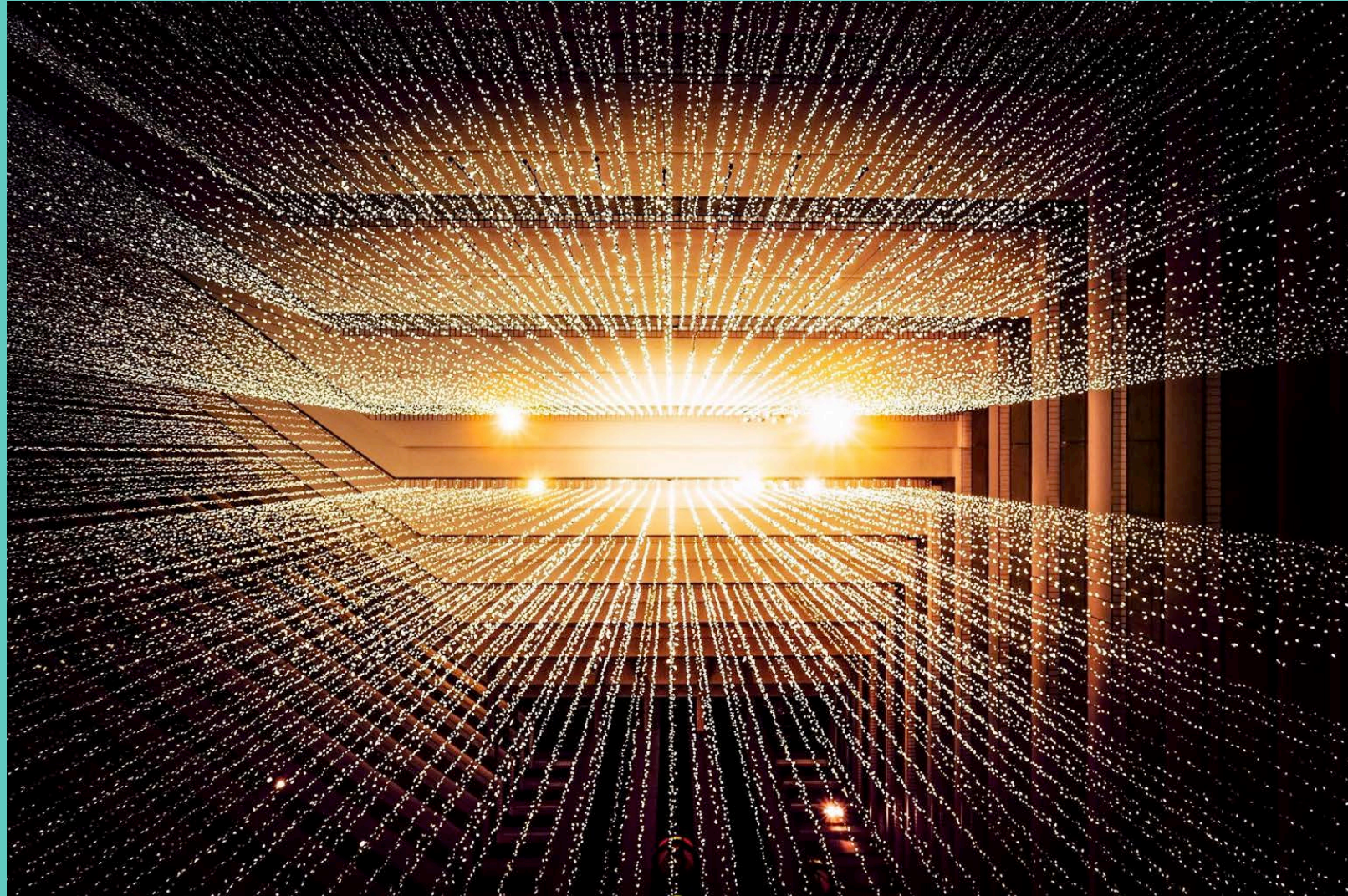
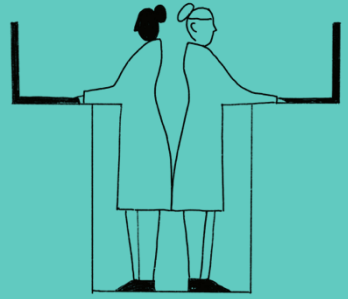
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Civility Still Exists



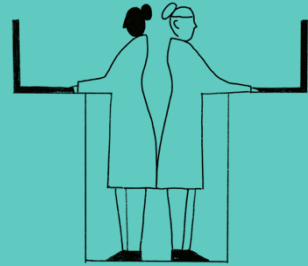
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Transformational Change



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Businesses Don't Operate in a Vacuum



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“ The case for establishing a truly diverse workforce grows more compelling each year. The moral argument is weight enough, but the financial impact - as proven by multiple studies - makes this a no-brainer.”

Vijay Eswaran (Malaysian-Indian)
Economist by training and
Executive Chairman of the QI Group,
a multinational e-commerce company

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Increase
Profitability

Improve
Innovation

Boost
Productivity

Attract and
Retain Talent

“E”

- ✓ Measures how and to what extent “D” and “I” are embedded into an organization’s business strategy and every business policy and practice.
- ✓ Perpetually monitors and, as necessary, recalibrates “D” and “I” to stay ahead of potential relapse and continually advance toward an antiracist workplace.



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“Math has no opinion. But in this area [diversity], we want credit for trying. You don’t get credit for trying to meet earnings expectations. You don’t get credit for trying to deliver the product on time to your client. You either do or do not.”

Mellody Hobson (Black American)
Chair of Starbucks Board, and Co-CEO and
President of Ariel Investments

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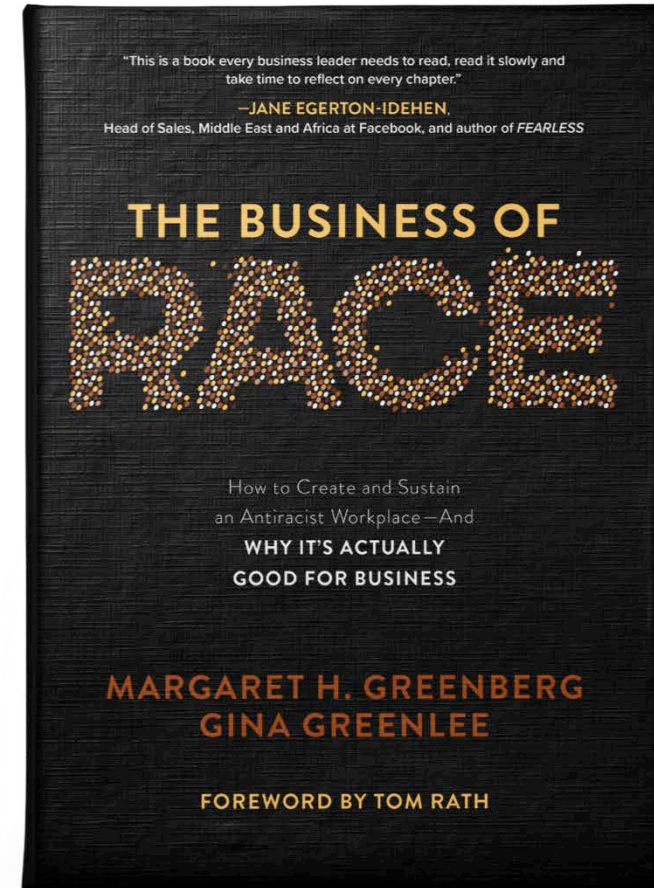


- ✓ That means **Equity** (E) proves true when measures (**Accountability**) are in place to determine how and to what extent “D” (**Diversity**) and “I” (**Inclusion**) are embedded into an organization’s business strategy and every business policy and practice.
- ✓ **Accountability** are measures that perpetually monitor and, as necessary, recalibrate “D” and “I” goals to stay ahead of potential relapse and continually advance toward an antiracist workplace.

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What is the OSA?

- ✓ Developed by the Annie E. Casey Foundation
- ✓ Discussion starter for *organizational readiness* for change
- ✓ 29 statements
- ✓ No right or wrong answers
- ✓ Gauges *current* state & identifies potential next steps
- ✓ Continuum of 4 organizational approaches

The OSA

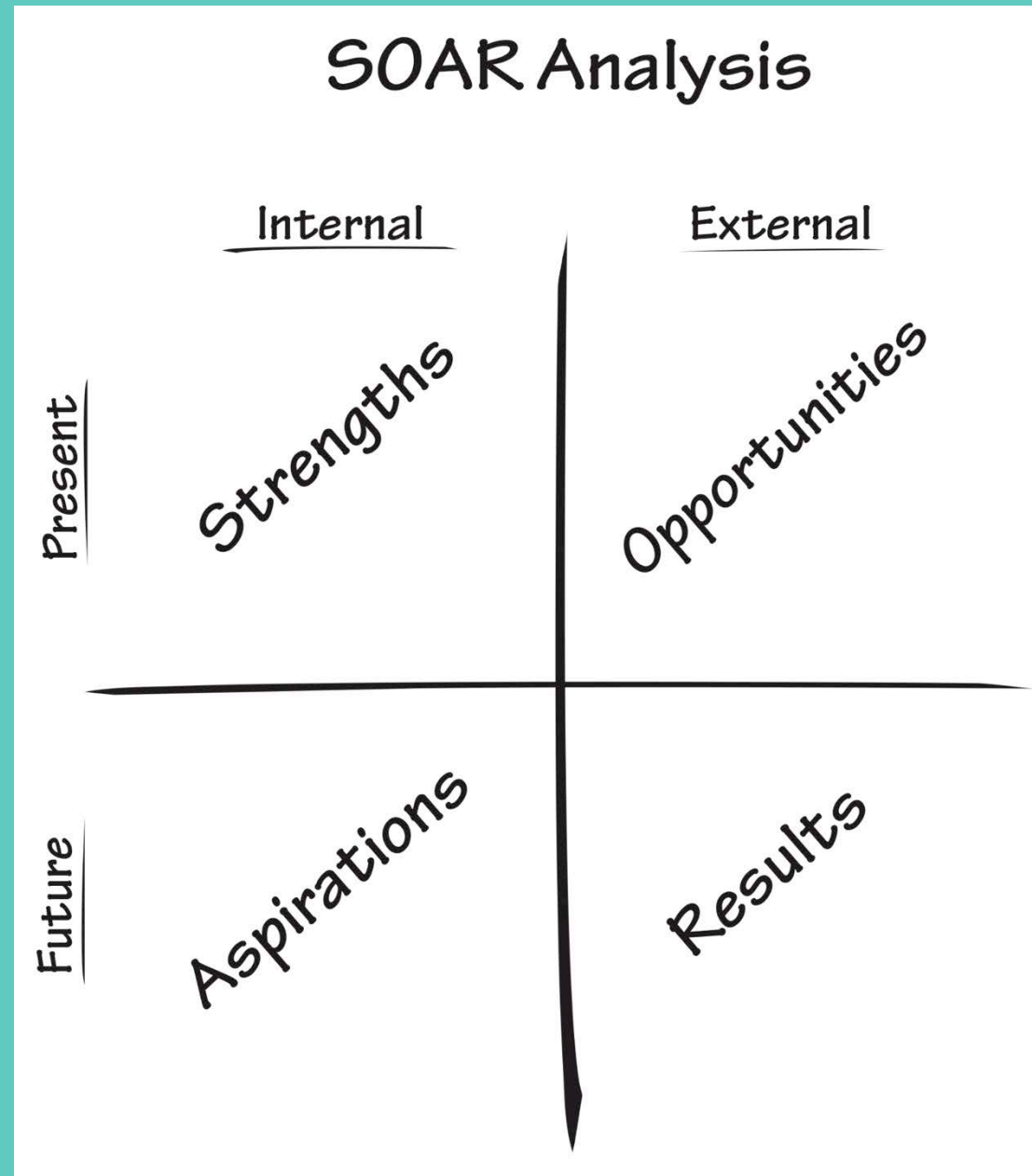
A Learning Continuum for Race-Focused Work



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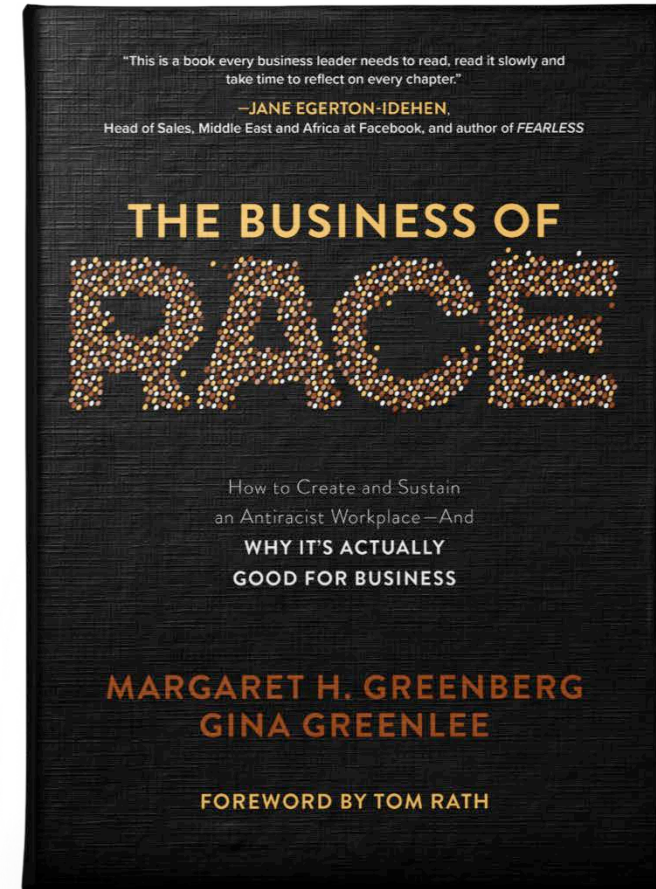
How to Use the OSA

- Give as prework; using a skilled facilitator, discuss how each person scored the organization.
- Most likely, people will see things differently. Get curious and find out why.
- I.d. greatest opportunity for progress by looking at the assessment statements that were not checked and leveraging those that were checked.
- Launching off point for a **S.O.A.R. Analysis**.
- Assign accountabilities and agree to follow up on progress at least quarterly.
- Retake the assessment annually to continue your journey.



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How to Engage with Us



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[Business of Race](#)

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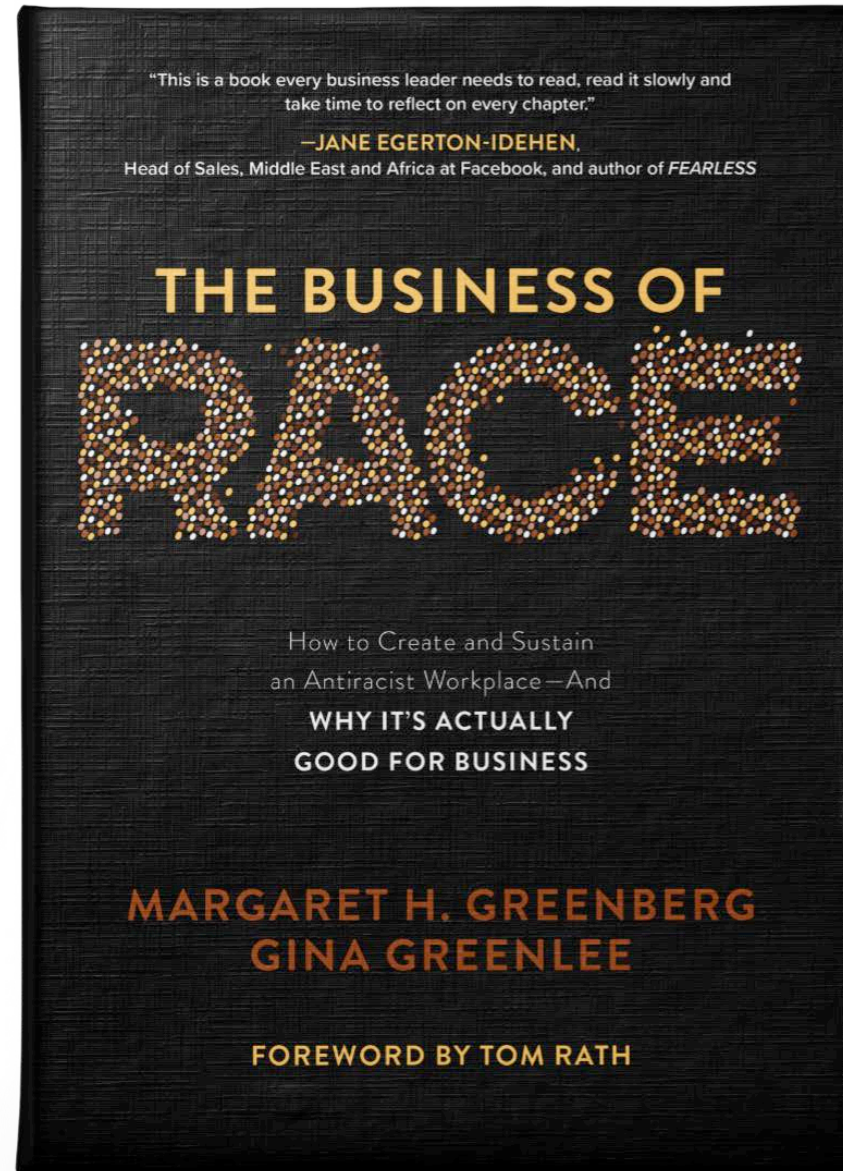
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