



Part One: Get Ready > 3. Bring champions together and launch your process.

PREPARING SENIOR LEADERS TO CHAMPION THE EFFORT

“Upwards of 50% of the teams formed [in organizations and companies] don’t meet their potential. You can’t take success for granted.” –Jonathan Cox, Center for the Study of Work Teams

One important resource for team success is having champions in senior leadership who are clear about their role and willing to play it effectively. Although senior leaders can’t move the work forward alone, they typically play an important part in securing resources, protecting the effort from opponents and setting the team up for success. They need to find the delicate balance between not leaning too far in (micromanaging) and not leaning too far back (leaving your team and its leader to fend for themselves).

This assessment will help senior leaders assess their readiness to champion your race, equity and inclusion efforts. Here are some questions they can ask themselves.

Do I understand the strategic impact that focusing on race, equity and inclusion could have on our organization? Does it make sense to be doing this now?

Yes

No

Explore best/worst/most likely scenarios that consider the risks and benefits for staff, board and community members and donors. Pay particular attention to the potentially hidden impact of doing nothing or continuing business as usual.

Do I know what political issues are going to surface during this project? Am I ready to address them directly? Do I have enough authority to reallocate resources in support of this effort?

Yes

No

Consider key players who could help implement, support, or block the project. Complete or review the team’s stakeholder analysis for each one, and educate and solicit support as appropriate.

Am I invested enough in the outcome of this effort to spend my time and energy supporting the Race, Equity and Inclusion Strategy Team?

Yes

No

Have a conversation with your supervisor to work out any outstanding issues or concerns, including ways to integrate team support into your ongoing responsibilities. Explore with the Race, Equity and Inclusion Strategy Team leader how they would like you to support their efforts.

Great! You’re ready to hear about the support the team needs from you throughout the process (not just the beginning)!