

What Does it Cost to Build a Race Equity Culture?

Building a Race Equity Culture is an ongoing process that requires a significant investment of time and financial resources. Most organizations we interviewed were three to five years into their journey of building a Race Equity Culture. These organizations attributed their progress to a combination of training, coaching, listening to communities and stakeholders, and planning. In the beginning stages of their race equity work, most organizations invested primarily in consultants to help them articulate their goals and priorities for this work and to support them through coaching and mentoring. Building on the momentum from early wins, the organizations then invested in longer-term strategies to infuse DEI and race equity more deeply into how the organization operates.

Sample investments to build a Race Equity Culture:

	ORGANIZATION A	ORGANIZATION B	ORGANIZATION C
Duration of active commitment to the work	8 years	5 years	4 years
Staff size when work was initiated	200	10	4
Current staff size	750	150	12
Initial annual investment in race equity capacity building	\$20,000 - \$40,000	\$700,000	\$15,000
Current annual investment in race equity capacity building	\$10,000 - \$20,000	Unavailable	\$30,000