



# RACIAL EQUITY IN ACTION

OPTIMIST BUSINESS SOLUTIONS, LLC

## COMPREHENSIVE

We train participants on robust strategies for systematically addressing inequities, with a focus on racial inequities. Our strategies move organizations beyond the statement, the book club, and training. Our strategies provide the structure, cross-functional alignment, coordination, and commitment needed for meaningful outcomes.

## INTEGRATIVE

Racial equity and inclusion should not be "add-ons" to the strategic plan. Racial equity and inclusion should be integrated into the business.

Our 5-step process for closing specific racial equity gaps and our 8S DEI framework are based on best practices for problem-solving, organizational effectiveness, and change management.

## TRANSFORMATIONAL

Leaders must be more intentional and intentional in their work to improve racial diversity, equity, and inclusion because, as mentioned in a 2019 McKinsey & Company report, the likelihood of outperformance is higher for racial and ethnic diversity than for gender. Study after study confirms that a true commitment to equity can be transformational.

## WORKSHOPS

### Closing a Racial Disparity

*For Businesses | \$500\* | 1.0 Hour*

- Discover the shortcomings of traditional approaches
- Apply a 5-step process to a specific racial disparity

### Racial Equity in Action

*For Leaders and Teams | \$500\* | 1.0 Hours*

- Learn an action framework for racial equity
- Apply the action framework to a scenario
- Obtain actionable resources

## TRAINING

### Racial Equity in Action

*For Leaders and Teams | \$2699\* | 4 Hours*

- Learn an action framework for racial equity
- Apply the action framework to a scenario
- In breakout rooms, compare actions before and after learning the framework
- Obtain actionable resources

## CONSULTING

### Racial Equity in Action

*For Businesses and Institutions | Based on Client's Needs*

- Learn an 8S DEI Strategic Framework for racial equity
- Connect equity actions to desired outcomes
- Learn the difference between transactional and transformational strategies.
- Integrate best practices into every part of your organization

## CONTACT

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\*Fees are based on a 15-participant maximum