



# RACIAL EQUITY DIVIDENDS INDEX

## Transforming Tomorrow's Workforce, Today

By 2044, America will be a majority people of color nation. A growing number of businesses have recognized the vital importance of prioritizing and advancing equity and inclusion - and lead by actively investing in assessment practices that sustain equitable and inclusive workplaces.

To address the ever-present demand for change, the Center for Economic Inclusion developed the Racial Equity Dividends Index—a comprehensive tool to help businesses measure their progress towards building racially equitable and inclusive workplaces in Minnesota.

### What the Index assesses

The Index assesses 37 business practices across seven categories that support racial equity in workplaces. The seven categories of practices are:

1. Leadership
2. Hiring
3. Culture, retention and advancement
4. Procurement
5. Philanthropy and investment
6. Public policy
7. Products

### How the Index can benefit businesses

The Index provides leaders with a roadmap of practices and policies that can be adopted to advance racial equity and inclusion within their workplace.

### Interpreting the Index results

Upon completion, businesses will receive a score on a scale of 1-100 points. Questions are weighed equally (worth approximately 3 points each).

Businesses will also receive a confidential score report with their scores and benchmark comparisons.

High-scoring businesses will be recognized and highlighted in the 2022 Racial Equity Dividends Index report (with prior permission). All individual scores will remain confidential.



## Racial Equity Dividends Index - 2022 Report

We are excited to share our first-ever list of businesses at the forefront of racial equity practices in Minnesota in the Racial Equity Dividends Index report.

### What will the report include?

This report will highlight the progress that businesses have made toward implementing practices that demonstrate how to build a more racially equitable and inclusive workplace for Black, Indigenous, Latinx and Asian individuals in Minnesota.

### How often will the report be produced?

The Racial Equity Dividends Index report will be produced annually and includes:

- Highest scoring businesses within Minnesota
- Highest implemented employer practices by category
- Moderate to best scoring practices within the sector that can be used to measure workplace effectiveness



### What to expect after the completion of the Index

Businesses will receive a copy of their score in the form of a report, by early 2022. The results can guide future efforts to implement racially equitable practices within business structures, among leadership and diverse teams.

### Racial Equity Dividends Index cost

Businesses interested in participating in the Racial Equity Dividends Index will pay a \$1,000 administrative fee.

### Online registration

Businesses must register online to participate by visiting [www.centerforeconomicinclusion.org](http://www.centerforeconomicinclusion.org). Once registered, a link will be provided by email, with instructions to participate.

### More tools you can use - contact our consulting team!

In addition to participating in the Racial Equity Dividends Index, the Center for Economic Inclusion offers consulting services for businesses looking for additional guidance on strategy development and implementation of racially equitable workplace practices.

*To take the next step, please contact:*

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It is certain, in any case, that ignorance, allied with power, is the most ferocious enemy justice can have.

James Baldwin



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