



GOPC's Workplan to Be More Intentional about Racial Equity, Equity, and Inclusion

July 7, 2020

GOPC's [vision](#) is a revitalized Ohio. We work to create sustainable, vibrant communities—we want this for all communities and for all Ohioans.

As we [said](#) on June 2, 2020, we will do a better job acknowledging how racism has created and maintained neighborhood disinvestment in Ohio and that equitable redevelopment creates sustainable revitalization. GOPC also pledged to do our part in dismantling structural inequities.

Here's how we will do a better job and be more intentional about racial equity, equity, and inclusion.

This workplan will evolve as we continue to incorporate what we learn and build upon the steps outlined here.

Institutionalize equity, diversity, and inclusion as organizational commitments

- Institutionalize commitment to diversity and inclusion at the board level through a working group, sub-committee, or other structure
- Recruit and encourage candidates of color to apply to job openings, while following EEOC laws
- Review GOPC's contracts and line-items to identify opportunities to engage MBE, WBE, EDGE, veteran-owned, etc. vendors and businesses
- Share this workplan on our website

Educate ourselves

- Hold implicit bias training for staff
- Establish working definitions of racial equity, equity, and inclusion
- Annually undertake a self-audit of the materials we produce, topics we profile, speakers we invite, participants we recruit, etc.
- Pro-actively build relationships with advocacy organizations who champion racial equity and justice, such as local Urban Leagues, NAACP chapters, African American Chambers of Commerce

Use our unique expertise and platform

- Analyze quantitative data by race and income in our research and reports
- Ensure interviewees for projects reflect local demographics
- Offer GOPC's communications platforms to organizations of color, especially organizations focused on combatting anti-black racism