

# Building a Foundation of Equity

ACCELERATING PEOPLE OF COLOR IN LEADERSHIP COLLECTION

## 1 Week Experience

Successful Diversity, Equity, and Inclusion cannot happen without incorporating an inclusive perspective throughout the entire organization. To further these efforts, leaders must be able to address existing processes and practices that might be hindering even the most well-intentioned DE&I initiatives.

In this experience, designed for leaders seeking to build a more equitable organization, Professors Laura Morgan Roberts and Gregory Fairchild teach participants how to look for and address business processes and practices that might be hindering their organization's DE&I initiatives. Participants will learn how to identify opportunities to support greater equity in their organization and future workplaces, then design intentional business practices and processes to increase visibility, representation, and inclusion.

## Key Learnings

- Setting and achieving bold goals to advance diversity, equity, & inclusion
- Using data to identify opportunities for innovation towards equity
- Accessing diverse perspectives by building representation into key conversations
- Creating community impact through thoughtful business practices

## Assignment Details: Create an Action Plan

- Identify an organizational equity challenge and describe business and moral opportunities for innovation.
- Define bold, concrete goals and create an improvement plan, including resourcing and incentive structures.

**Estimated Time Commitment: 2.5 – 3 hours**

Faculty Video Lectures: 30 Minutes

Create Action Plan: 75 – 90 Minutes

Interactive Activities: 45–60 Minutes

## Faculty: Laura Morgan Roberts & Gregory Fairchild



**LAURA MORGAN  
ROBERTS**

Dr. Laura Morgan Roberts is a Professor of Practice at UVA's Darden School of Business. Her research and consulting focus on the science of maximizing human potential in diverse organizations and communities.



**GREGORY  
FAIRCHILD**

Gregory Fairchild is the Isidore Horween Research Professor of Business Administration at UVA's Darden School of Business. He is a recognized expert in community development finance.