

# WHEELER SOCIAL IMPACT LLC

## STAND IN SOLIDARITY MATRIX

			Key Structural Drivers (Business Strategies)			
			Policies	Practices	People	Diverse Talent Results at Scale
Antiracist Business Process	Strategic Execution of Antiracists Business Strategy  1. What racial disparities does this intervention address (Discovery)? 2. How will you engage people to develop solutions (Design/Develop)? 3. What is the proposed intervention to pilot (Deploy Solution)? 4. How will we know we are driving talent & business outcomes (Track Leading Indicators)? 5. How will you measure talent and business outcomes (Measure Impact)?		Proactively <b>identify</b> and intentionally eliminate policies that contribute to creating or maintaining racial disparities in the workplace while also intentionally developing polices and strategies that connects D&I strategy to Business Strategies	Strategically <b>develop</b> evidence-based Antiracists Business Practices that will close racial disparities in the workplace.	Intentionally <b>engage diverse talent</b> at all levels to develop bottom up strategies that are most important to diverse talent most affected by D&I strategies and initiatives.	Effective Antiracists Business Practices Drive Talent Outcomes
Key Systemic Drivers (Talent Outcomes)	Employment	Identifying and eliminating racial disparities in talent recruitment, selection, hiring, or onboarding strategies.	Equal access to employment opportunities to identify and eliminate policies that create hiring disparities	Non-discriminatory hiring practices to develop diverse talent pipelines both locally and nationally	Leverage internal and external focus groups to improve hiring processes	Close unemployment/underemployment gaps that will increase earnings, tax revenue, consumer purchasing, savings, and investments in our economy.
	Education	Identifying and eliminating racial disparities in talent development, training, education, advancement and promotion strategies.	Equal access to skills attainment & training to invest in diverse talent development	Universal access to professional development & transparent, objective career advancement criteria to achieve diversity at all levels	Engage ERGs to establish priorities, accountability, and measurements to improve retention and advancement	Increase individual skills development that will yield higher rates of compensation, tax revenue, consumer purchasing power, savings rates, and investments activities.
	Compensation & Benefits Business Strategies	Identifying and eliminating racial disparities in compensation and/or access to wealth building employer-sponsored benefits business strategies.	Equitable pay policies to create equal access to employer-Based benefits to achieve compensation parity	Transparent compensation initiatives to achieve pay and benefit equality at all levels	Engage diverse leadership to design equitable compensation policies and practices to close pay and benefits disparities	Equitable compensation for equal work and increase access to essential and wealth-building employer-based benefits
Company-Level Outcomes	Business Outcomes & Measurements	Business Strategy Alignment	Brand Awareness & Business Competitiveness	Market Share & Innovation	Employee Engagement, Productivity and Retention	Business Outcomes at Scale
		Effective Antiracist Business Strategies Drive Bottom Line Business Outcomes	Increase brand awareness and the ability to reach potential candidates and consumers in a more diversified labor and consumer market	Create a diverse workforce that increase ability to reach consumers, improve market share, drive innovation, improved problem solving, create higher-quality intellectual property	Create inclusive workplaces that increase employee engagement, reduces turnover rates, lower avoidable turnover costs, drive team productivity that generate higher financial and stock returns	An Antiracist Economy Closes Racial Disparities in Employment, Education and Compensation to Increase Employment, Skills and Income that Ultimately Drive Higher Rates of Tax Revenue, Savings, Spending, and Investing