

# CECP ISSUE BRIEF

Updated June 4, 2020. The latest version can be found by logging into MyCECP:  
<https://cecp.co/knowl/doc?d=racial-equity-justice-resources>

## Racial Equity & Justice Resources

**CECP Overview:** While each company has its own diversity, equity, and inclusion promises, Chief Executives for Corporate Purpose (CECP) believes that collaborative efforts are essential to weave anti-racism into a company's corporate purpose, meaningfully connect with and listen to employees and communities, invest skills and resources in efforts that can make a difference, and use the voice of the corporate sector to say enough is enough. Listed below are resources on CECP insights, examples of corporate responses, and several non-profit partners, including those working to reform law enforcement, and leading in action and conversation on anti-racism with employees, companies, and communities. If you have a resource or example to add for CECP's website and resources, please contact [info@cecp.co](mailto:info@cecp.co).

### CECP INSIGHTS: FRAMEWORKS FOR DIVERSITY, EQUITY, AND INCLUSION (DEI) STRATEGY

In the [Diversity & Inclusion in Corporate Social Engagement Report](#), published in 2018 by CECP with funding provided by the Walmart Foundation, data shows that 95% of companies consider D&I within their Corporate Social Engagement (CSE) efforts and 79% expect their commitment to this area to increase within the next 2-3 years. Given the recent national attention on anti-racism, CECP expects to see a much higher increased commitment in this time period. The report distinguishes internal and external activities: *internal D&I* efforts are internal-company facing and typically tied to tangible, shorter-term business objectives, such as talent diversity; and *external D&I* efforts are external-facing and seek to engage and/or benefit individuals and communities outside a company that can be tied to longer-term business and/or philanthropic objectives. The report also includes insights on how companies are integrating diversity and inclusion into their citizenship efforts, and actionable best practices that corporate leaders can learn from and apply in their own companies. Examples of DEI resources cited are:

- [Race Equity and Inclusion Action Guide](#). (7 steps to advance and embed race equity and inclusion): Annie E. Casey Foundation;
- [List of 42 indicators](#) that advance and sustain DEI (policies and practices): D5 Coalition;
- [The Business Case For Racial Equity](#) (4 areas of opportunity for funders): W.K. Kellogg Foundation;
- [National Urban League \(NUL\)](#) ("Diversity Practices That Work: The American Worker Speaks");
- [America Healing Racial Equity Resource Guide](#) (a set of resources that can be personalized or customized to fit your organization's needs): W.K. Kellogg Foundation.

### EXAMPLES OF COMPANY ANNOUNCEMENTS & ACTIONS

Companies are making a public stance against racism through several methods such as through their company websites, social media accounts, and mainstream media. An aggregated list with links of CECP affiliated company anti-racism statements will be continuously updated on CECP's website: <https://cecp.co/cecp-anti-discrimination-statement/>. A few emerging themes are: CEO/C-Suite statements, videos, letters, and blogs; new financial commitments/partnerships; employee engagement and internal DEI initiatives; and amplifying voices by joining protests and campaigns against systemic racism.

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## EXAMPLES OF POTENTIAL PARTNERS: RACIAL JUSTICE AND DIVERSITY, EQUITY, INCLUSION

While CECP does not recommend to, vet for, or select for companies specific partnerships, there a group of nonprofit, consulting, and government organizations that have partnered with companies and provide best practices for racial justice and equity.

- [Advancement Project](#) – Washington, D.C.  
Advancement Project is a next generation, multi-racial civil rights organization. Rooted in the great human rights struggles for equality and justice, it exists to fulfill America's promise of a caring, inclusive and just democracy.
- [American Civil Liberties Union \(ACLU\)](#) – Chapter-based  
The ACLU works in the courts, legislatures and communities to defend and preserve the individual rights and liberties guaranteed to all people in this country by the Constitution and laws of the U.S.
- [Black Lives Matter \(BLM\)](#) – Chapter-based  
Black Lives Matter Foundation, Inc is a global organization in the US, UK, and Canada, whose mission is to eradicate white supremacy and build local power to intervene in violence inflicted on Black communities by the state and vigilantes.
- [Black Organizing for Leadership and Dignity \(BOLD\)](#) – New Market, TN  
A national training intermediary focused on transforming the practice of Black organizers in the US to increase their alignment, impact and sustainability to win progressive change. They hold training programs, coaching and technical assistance for BOLD alumni and partners.
- [CEO Action for Diversity & Inclusion](#) – New York, NY  
CEO Action for Diversity & Inclusion is the largest CEO-driven business commitment to advance diversity and inclusion within the workplace.
- [Center for Media Justice](#) – Oakland, CA  
The Center for Media Justice believes that to change the hearts and minds, social movements need a powerful narrative strategy. These resources will offer guidance on how to create resonate messages that expose structural oppression, offer solutions, and above all, tell our own stories.
- [Color Of Change](#) – Oakland, CA  
Color Of Change is the nation's largest online racial justice organization to help people respond effectively to injustice in the world around us. As a national online force driven by 1.7 million members, we move decision-makers in corporations and government to create a more human and less hostile world for Black people in America.
- [Foundation for Research on Equal Opportunity](#) – Austin, TX & Washington, D.C.  
The Foundation for Research on Equal Opportunity conducts original research on expanding economic opportunity to those who least have it, and deploys the nation's leading scholars and the tools of individual liberty, free enterprise, and technological innovation.
- [My Brother's Keeper \(MBK\) Alliance](#) – Chicago, IL  
Part of the Obama Foundation, MBK Alliance leads a cross-sector national call to action focused on building safe and supportive communities for boys and young men of color where they feel valued and have clear pathways to opportunity.

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- [Movement for Black Lives \(M4BL\)](#) – Chapter-based  
The Movement for Black Lives (M4BL) formed in December of 2014, was created as a space for Black organizations across the country to debate and discuss the current political conditions, develop shared assessments of what political interventions were necessary in order to achieve key policy, cultural and political wins, convene organizational leadership in order to debate and co-create a shared movement wide strategy.
- [National Association for the Advancement of Colored People \(NAACP\)](#) – Chapter-based  
The mission of the National Association for the Advancement of Colored People (NAACP) is to secure the political, educational, social, and economic equality of rights in order to eliminate race-based discrimination and ensure the health and well-being of all persons.
- [National Diversity Council](#)  
Dedicated to being both a resource and an advocate for the value of diversity and inclusion.
- [NEO Philanthropy](#) – New York, NY  
Launched in 1983 as Public Interest Projects (PIP) as an intermediary to bridge the gap that often exists between funders and organizations doing the work, through collaborative funds, fiscal sponsorships, donor services and capacity building.
- [Race Forward](#) – New York, NY & Oakland, CA  
Catalyzes movement building for racial justice. In partnership with communities, organizations, and sectors, we build strategies to advance racial justice in our policies, institutions, and culture.
- [Showing Up for Racial Justice \(SURJ\)](#) – Chapter-based  
A national network of groups and individuals working to undermine white supremacy and to work toward racial justice. Through community organizing, mobilizing, and education, SURJ moves white people to act as part of a multi-racial majority for justice with passion and accountability.
- [Southern Poverty Law Center \(SPLC\)](#) – Montgomery, AL  
Dedicated to fighting hate and bigotry and to seeking justice for the most vulnerable members of society. Using litigation, education, and other forms of advocacy, the SPLC works toward the day when the ideals of equal justice and equal opportunity will be a reality.

### EXAMPLES OF POTENTIAL PARTNERS: LAW ENFORCEMENT REFORM

While CECP does not recommend to, vet for, or select for companies specific partnerships, there is a group of nonprofit, consulting, and government organizations that have partnered with companies and provide best practices for law enforcement reform.

- [Alliance for Justice](#) – Washington, D.C.; San Francisco, CA; Los Angeles, CA; Plano, TX  
National association of over 120 organizations, representing a broad array of groups committed to progressive values and the creation of an equitable, just, and free society. The two pillars of Alliance for Justice are our Justice Program, focusing on ensuring our nation's courts protect our critical constitutional rights and legal protections, and our Bolder Advocacy Program, focusing on building advocacy capacity for nonprofits and the foundations that fund them.

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- [Center for Policing Equity](#) – New York, NY  
Research consortium that promotes police transparency and accountability by facilitating innovative research collaborations between law enforcement agencies and empirical social scientists.
- [Council on Criminal Justice](#) – Washington, D.C.  
Works to advance understanding of the criminal justice policy choices facing the nation and build consensus for solutions that enhance safety and justice for all.
- [Equal Justice Initiative](#) – Montgomery, AL  
Committed to ending mass incarceration and excessive punishment in the U.S., challenging racial and economic injustice, and protecting basic human rights for the most vulnerable people in American society.
- [The Innocence Project](#) – New York, NY  
Founded in 1992 by Peter Neufeld and Barry Scheck at Cardozo School of Law, exonerates the wrongly convicted through DNA testing and reforms the criminal justice system to prevent future injustice.
- [Law Enforcement Action Partnership](#) – Medford, MA  
Founded by five police officers in 2002 with a sole focus on drug policy, its speakers bureau has 200+ criminal justice professionals advising on police-community relations, incarceration, harm reduction, drug policy, and global issues from a place of unassailable credibility and insight.
- [National Police Accountability Project](#) – New Orleans, LA  
A project of the National Lawyers Guild, which was founded in 1937 as the first racially integrated national bar association. NPAP protects the human and civil rights of individuals in their encounters with law enforcement and detention facility personnel, and promotes the accountability of law enforcement officers and their employers for violations of the Constitution and the laws of the U.S.
- [National Police Foundation](#) – Arlington, VA  
Founded in 1970. Its mission is to improve policing through innovation and science, research and evaluation; professional services; communications.
- [Office of Community Oriented Policing Services, Department of Justice](#) – Washington, D.C.  
U.S. Department of Justice responsible for advancing the practice of community policing by the nation's state, local, territorial, and tribal law enforcement agencies through information and grant resources.
- [Police Executive Research Forum \(PERF\)](#) – Washington, D.C.  
The Police Executive Research Forum (PERF) is a police research and policy organization and a provider of management services, technical assistance, and executive-level education to support law enforcement agencies.
- [The Sentencing Project](#) – Washington, D.C.  
Founded in 1986, works for a fair and effective U.S. criminal justice system by promoting reforms in sentencing policy, addressing unjust racial disparities and practices, and advocating for alternatives to incarceration.