

# Our History



## 2015 Launch Team Formed

Participants in Annie E. Casey Foundation's Social Sector Talent Pipelines Strategy & Learning Lab cohort program grapple with the question "Why are there so few people of color in the non-profit and social service sector?" Participant organizations Prolnspire, Public Allies, and Americorps Alums form the launch team for what will become Equity In The Center®.



## 2016 Equity In The Center is Formed

During an initial retreat, a vision emerges for improving leadership in the social sector and the need to look beyond merely diversity to addressing the internal and external issue of structural racism. Kerrien Suarez is hired as project director.

## 2017 Equity In The Center Becomes an Independent Project

Now a fully funded project of Prolnspire, the first goal for this new endeavor is to research how an organization can make the shift to center racial equity. We hosted collaborative Design and Dialogue sessions attended by over 120 nonprofit and philanthropic leaders, and race equity practitioners, from across the country, who lent perspective and expertise to development of the Race Equity Cycle®. EIC begins to build a substantive body of work around centering race equity in organizations.



## 2018 Awake to Woke to Work™ Published

Awake to Woke to Work™ published. A full year of planning, literature reviews, primary interviews, and framework development yielded a research-based, practical guide for organizational race equity transformation.



## 2019 Equity In The Center Gains an International Reach

In the two years that followed, EIC marketed and disseminated Awake to Woke to Work™ widely with presentations and through media. It developed and held working sessions for social sector organizations who wanted an introduction to the work and needed help prioritizing their action steps. It helped to coordinate a network of race equity practitioners focused on deep equity and dismantling white supremacy. In just a few short years, EIC work and writings have had a national and worldwide reach.

## 2020 Equity In The Center Becomes It's Own Entity

EIC becomes it's own entity. With a reputation for forward-leading research resources, and capacity-building support established, 100% of EIC stakeholders voted for it to leave Prolnspire and become an independent 501c3.



## 2021 & beyond

### Broader Reach

Broader reach and sector-level focus on research, tools curation and network development will guide the next chapter for EIC. The strategies in the EIC theory of change (Accelerate Leaders, Support Organizations, Connect/Support Practitioners & Inspire Action) provide capacity building and support for leaders, organizations, race equity practitioners and the sector-level networks in which each of these stakeholder groups engage.

