



Race Equity Cycle Pulse Check™ Recommended Steps

Step 1

Read our [Awake to Woke to Work: Building a Race Equity Culture™](#) publication and/or attend an [Open Enrollment Working Session](#).*

*Since the Pulse Check is designed using the Race Equity Cycle® framework, it's important that your team has an understanding of it and what each stage/lever entails.

Step 2

Meet with colleagues to review the [User Guide](#) and determine the composition of the cross-functional team that will complete the Pulse Check.*

*The team of colleagues completing the Pulse Check should be as diverse racially/ethnically (and in terms of role/hierarchy) as possible given the composition of the organization as a whole. Members of a single management or program team, for example, should not complete the tool.

Step 3

Register your cross-functional team for access to the Pulse Check portal.

Your teammates will need to read and be familiar with the *Awake to Woke to Work™* publication.

Step 4

Once approved, registered teammates will receive invitations to the portal. You will not be able to begin the Pulse Check until all teammates have accepted their invitation.*

Step 5

Complete the Pulse Check as a team during a meeting of at least two hours.

Once completed, a Pulse Check Score Report will be displayed in the portal.

Step 6

Reconvene the cross-functional team that completed the Pulse Check, review the Score Report and use its recommendations to prioritize action steps to begin/continue building a Race Equity Culture™. Consider how the recommendations from the report will be shared across your organization to build momentum and buy-in for the action steps prioritized for implementation.*

*Consider [engaging an equity consultant/coach](#) to guide both prioritization of action steps and the messaging of recommendations/next steps across your organization