HOW TO FIND YOUR
RACIAL EQUITY BENCHMARK

1. GATHER YOUR DATA
First gather data on the race and occupation of each of your employees. Make a table, like this one.

2. PINPOINT THE ISSUE
Identify which occupations seem to have the lowest representation of people of color. Make a chart, like this one.

NOW WE NEED A COMPARISON!

3. CREATE A RACIAL EQUITY BENCHMARK
Construct and compare the labor pool for that occupation with your current demographics following these steps.

4. UNLOCK THE NEXT LEVEL!
How did you do? What should you do next? Get in touch! mreitman (at) reitmanresearch (dot) com