

Business of Racial Equity in California Community Colleges

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Part 1 Racial Equity Investments

Reparations for Historical Negligence, Inequity, and Harm

New, More Innovative Recruitment Methods

Career Advancement Experiences for Employees of Color

EDI Professional Learning Experiences for All Employees

EDI Leadership Development and Coaching for Leaders and Managers



Investment in ERGs

Workplace Climate Assessment and Improvement

Compensation for Unpaid EDI work

Part 2 Returns on Investments

Lower Turnover Rates and Recruitment Costs

> Employee Inspiration and Investment

Higher Institutional Performance



Reduced Conflict Costs



Reduced Legal Costs

Reduced Reputation Recovery Costs

Earning External Financial Investment

Institutional Integrity On EDI



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