***DEI Capacity Building***

Tia McNair Follow-Up Session

Racial Equity & Inclusion

May 15, 2023 – All Staff

KLC Acknowledges: Leadership is riskier for some than others.

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| **KLC Commits** | **KLC Seeks** |
| * Uphold racial equity & inclusion within KLC, FIRST! | * Understand and value lived experience. |

KLC Acknowledges:

* + Some benefit from the current system, some don’t; fears and losses for both.
  + Racial inequities influence social determinants of health.
  + Central to healthy civic of health and culture.

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| **KLC Commits** | **KLC Seeks** |
| * Leveraging data to identify barriers. * Increase experiments to address the barriers. | * Inclusion * Change behavior and ability to see and change systems. |

KLC Acknowledges:

* + That our box is permeable. It serves lots of folks but not all.

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| **KLC Commits** | **KLC Seeks** |
| * Evaluating the box regularly to best serve ore Kansans. | * Improving the flexibility of the box. |

KLC Acknowledges:

* + We must each live out racial equity and inclusion and individual commitment is not enough.

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| **KLC Commits** | **KLC Seeks** |
| * Meeting new people in new spaces. * Providing leadership and engagement experiences that help more Kansans of all backgrounds to see their part of the mess of racial equity and exclusion. | * Seek partnerships to improve social detriments of health through civic engagement and leadership development. |