

## Creating More Successful Outcomes Candidates of Color

Speaker: Venu Gupta

Venu posed the question “How do we want to be with each other?” Responses from the group included the following: honesty, curiosity, courage, vulnerability, not take anything personally and respect.

She further asked participants to think and answer questions with a “yes and” perspective.

Venu talked about how to reduce bias in position specifications. One way is to use inclusive language to potentially increase candidates of color for searches. She also encouraged participants to talk to board members about preparing themselves and the agency to get ready for BIPOC candidates by engaging in reflective self-awareness.

Venu noted several resources such as the “Race to Lead Building Project” which are in her PowerPoint presentation.