**Theme 9** Educate Economic Developers on the history of race and gender in the US, and the systemic impacts

**Summary** – To create true equity, Economic Developers must understand the systemic trauma and harm that exists in our country for people of color. For this reason, it is essential to educate economic developers on this history to ensure that economic developers can then focus on equity building.

**Objective** – Provide \_\_\_\_ educational workshops each year for economic developers that transitions into new policies 5 and 10 years down the line that contribute to real change metrics.

**Tactics:**

1. Prioritize diversity on economic development boards at universities and elsewhere in the community.
2. Cultivate space for safe vulnerability.
3. Educate developers on the historical harm and trauma that POC communities have faced in the past.
4. Conduct an equity pay analysis and identify strategies to make improvements.
5. Recognize the barriers that exist from lack of sufficient paid family leave, childcare, affordable housing, etc. and respond with new policies.
6. Provide mentoring for diverse population groups and individuals.

**Other ideas for Educate Economic Developers on history of race and gender?**