

Four Steps Forward Plan for Black America

Collective Impact Initiative

- Marry the industry's financial and intellectual capital
- Harness often diverging funds and expertise into unified action
- Top-down/button-up to create a massive knowledge transfer
- Intentionally fuzzy: the industry shapes the outcomes!

Financial Literacy - Black Women

- Curate content from identified financial literacy leaders
- Specifically target programs to Black women
- Lift up single parents and multi-generational families

Senior Management Pipeline

- Develop leadership program focused on interpersonal skills
- Identify Black educators and leaders to develop curriculum
- Execute a mini-program for white executives who help mentor and develop Black up-and-comer

Recruitment and Development

- Increase professional diversity through recruiting strategies
- Develop peer-to-peer coaching/mentorship program
- Open avenues to joint work opportunities, client case partnerships, forum for sharing success stories