

PROJECT NOIR 2024

# Call To Action



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SOLUTIONS





# PROJECT NOIR 2024 CALL TO ACTION

Enlightened Solutions believes Northeast Ohio will be a national leader in racial and gender equity — especially for Black Women.

This Call to Action is a starting point, based on Project Noir research and themes. We can transform our region through these ideas and more; yet we need all industries—from elected officials to individuals—to commit and meet the moment.

Join us.

## Elected Officials (Local, County, Regional, State and Federal)

### Immediate Actions

**Partner with Enlightened Solutions** to craft longitudinal data-driven policies addressing pay inequity and workplace discrimination.

**Draft and support legislative policies** addressing pay inequity, workplace discrimination, and healthcare disparities.

### Ongoing Advocacy Ideas

**Champion** accountability measures for hiring practices and pay transparency.

**Form** a Healthcare Equity Oversight Committee to monitor progress and propose new policies.

**Establish** a Workplace Equity Certification Program.

## Workplaces

### Immediate Actions

**Collaborate with Enlightened Solutions** to analyze workplace discrimination through legal frameworks.

**Invest in internal equity programs** focused on the needs of Black Women.

### Ongoing Advocacy Ideas

**Advocate** for stronger protections against workplace discrimination.

**Establish** a Workplace Equity Certification Program offering financial benefits for equitable practices.

## Healthcare

### Immediate Actions

**Implement data collection protocols** focused on the health outcomes of Black Women.

**Commit publicly to equity goals for Black Women**, outlining specific objectives and timelines.

### Ongoing Advocacy Ideas

**Partner with Enlightened Solutions** for longitudinal data-backed research studies on health disparities.

**Advocate** for funding for hospitals implementing health equity initiatives.

## Education

### Immediate Actions

**Create awareness Campaigns** to address the targeted gender and racial challenges faced by Black Women and girls.

### Ongoing Advocacy Ideas

**Establish** education equity task forces involving faculty, students, and external experts.

**Advocate** for the expansion of mental health services tailored to Black Women and girls.

**Establish institution-wide task forces** dedicated to addressing race and gender-based disparities by location.

## Philanthropy and Community Groups

### Immediate Actions

**Support Project Noir fundraising** for longitudinal, data-driven research and equity initiatives.

**Engage with Enlightened Solutions** to align efforts with broader philanthropic trends.

### Ongoing Advocacy Ideas

**Promote** Project Noir 2024 through local and national platforms.

**Collaborate with Enlightened Solutions** on events discussing outcomes of Project Noir 2024 and next steps by industry.

## Individuals

### Immediate Actions

**Promote** and spotlight Project Noir 2024 themes.

**Post** and tag @WorkEnlightened on social media and use the hashtag #ProjectNoirCLE to connect with others.

### Ongoing Advocacy Ideas

**Co-host advocacy events** with Enlightened Solutions to explore key themes.

**Advocate** for policy changes addressing disparities in workplaces, healthcare, and education.

**Donate** to Enlightened Solutions via Project Noir research to further their impact.

## Media

### Immediate Actions

**Launch dedicated features** focusing on the experiences of Black Women in Northeast Ohio.

**Partner with community organizations** to co-produce accurate, impactful content.

### Ongoing Advocacy Ideas

**Diversify** newsrooms to authentically reflect community challenges and successes.

**Facilitate** public discussions featuring Black Women leaders and experts.





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