

# THE RACE MATRIX: A MULTI-LEVEL FRAMEWORK TO ANALYSE RACIAL DATA & CULTIVATE EQUITY AT WORK

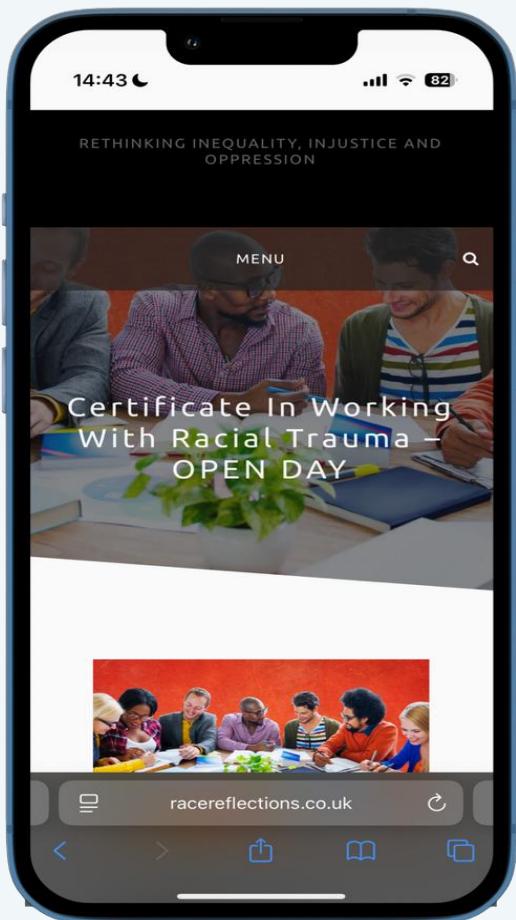
## The R.A.C.E. Matrix

Racial  
Analyses  
Cultivate  
Equity.

Unlike traditional DEI audits, the RACE (or R.A.C.E.) Matrix' analyses are multi-levelled.

They integrate lived experience, psychological insights, (unconscious) team dynamics, institutional processes within an evidenced-based, trauma-informed formulation model.

This model makes visible what maintains inequality locally and produces a comprehensive action plan to achieve and sustain organisational change.





# Introduction

## RATIONALE

The Race Reflections™ RACE Matrix is rooted in group analytic thinking; that is to say, it examines how individuals, groups, and contextual factors shape organisational functioning.

The model evaluates racial harm across individual, relational, institutional, and societal levels.

In light of evidence-based structural vulnerability and localised practices; it reveals how these levels interact, reinforce one another, and are defended against thereby sustaining injustice within institutions.

**R.A.C.E.** stands for **Racial Analyses Cultivate Equity**.

Unlike traditional DEI audits, the RACE (or R.A.C.E.) Matrix<sup>\*</sup> analyses are multi-levelled.

By integrating the lived experience of racially ‘minoritised’ employees, psychological insights, organisational processes and dynamics which may not be enacted consciously, we are able to produce a thorough and multi-layered formulation model that addresses first and foremost factors maintaining inequality. And make recommendation for their removal and monitoring.

In plain terms:

**The R.A.C.E. Matrix** offers your organisation a structured review of how racial harm, conscious or otherwise, and injustice operate across people, teams, and organisational systems, providing actionable insight, clear priorities for equitable change.





# THE SIX STEPS OF THE RACE MATRIX

The RACE matrix follows six core steps;

## STEP ONE Assessment

- Multi-level evaluation of racial harm, injustice, and inequality
- Organisation-wide data gathering (surveys, focus groups, consultation sessions)
- Review of key racialised incidents, complaints, and grievances (anonymised/redacted for confidentiality and ethical standards)

## STEP TWO Leadership Consultation

- 1 or 2 facilitated consultation sessions to explore leadership
- To capture leadership dynamics, challenges, and institutional aspirations
- Inclusive-leadership and anti-racism focus

## STEP THREE Vulnerable Employee Group(s) Engagement

- 1 or 2 targeted consultation sessions to gather the lived experience and capture subtle, obscured, or unconscious racialised dynamics and/or relevant psychological factors
- Trauma and clinically informed, psychologically safe approach

## STEP FOUR Multi-Level Data Analysis & Formulation

- Integration of organisational data, leadership dynamics & lived experience
- Production of a formulation report showing where harm occurs, how it is sustained, and why current approaches may fail

## STEP FIVE Multi-Level Action Plan

- Clear, prioritised plan at micro, meso, and macro levels
- Risks, responsibilities, and realistic next steps established

## STEP SIX Close-Out & Optional Capacity-Building Support

- A facilitated session to support understanding, accountability & informed decisions
- Walkthrough of findings and recommendations
- Space for discomfort, challenge & reflective engagement with the commissioning team
- Optional capacity-building support in line with recommendations





## NEXT STEPS AND CALL TO ACTION

The RACE Matrix is designed to;

- Identify systemic and localised racial harm
- Highlight institutional blockers and risks
- Provide actionable strategies and tools for sustainable organisational change
- Support reflection, accountability, and practical learning for leaders and internal teams

### PRICING

**The R.A.C.E. Matrix Early Bird cohort special launch price is £4,999 + VAT (fixed until 20 February 2026).**

This currently includes close-out support and pilot capacity-building.

### LEARNING MORE OR BOOKING A CALL

If you would like to learn more about the RACE Matrix's outcomes and evaluation or how it may help you foster equality and justice at work, contact Guilaine;  
[Guilaine@racereflections.co.uk](mailto:Guilaine@racereflections.co.uk)

Additional information on the RACE Matrix may be accessed [here](#).

To find out more about us, get in touch;

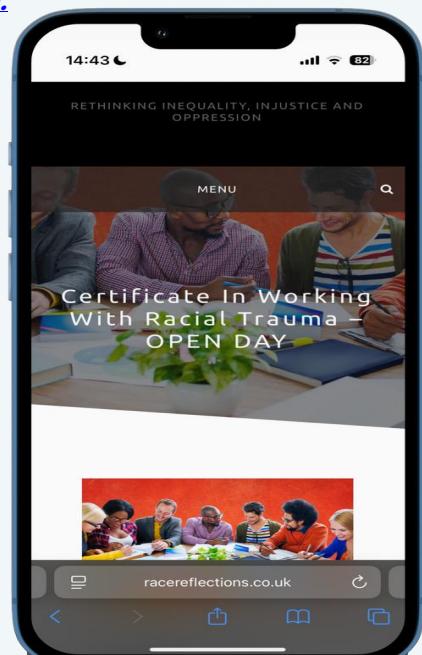
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\*The RACE Matrix™ is a proprietary formulation model developed by myself Dr Guilaine Kinouani through Race Reflections. While it draws on established theoretical traditions, the specific integration, structure, and application of the RACE Matrix™ constitute an original framework. The RACE Matrix™ name and model are protected and may not be reproduced, adapted, or delivered without permission.