

Is Your Organization Doing Equity but It Feels as If Nothing Is Happening? Getting to Equity – Stages of Change



Today's Takeaways

- 1. Strategies for Moving Organizations Through Equitable Change.
- 2. Managing Equity Efforts In Many Contexts.







Meet Community Science

Effective Strategies. Equitable Systems. Strong Communities



Community Science is an award-winning research and development organization that works with governments, foundations, and non-profit organizations on solutions to social problems through community and other systems changes fostering learning and improved capacity for social change.





Welcome

Your Host:



Amber Trout, Ph.D.
Senior Associate
Community Science

Your Panel:



Jasmine Williams-Washington Managing Associate Community Science



Michelle Haynes-Baratz
Managing Associate
Community Science



Suprotik Stotz-Ghosh Principal Associate Community Science

General Stages of Change

01. Build Awareness

- Gather information
- Identify needs for change
- Understand interpersonal networks
- Build shared equity analysis and definitions

02. Get Organized

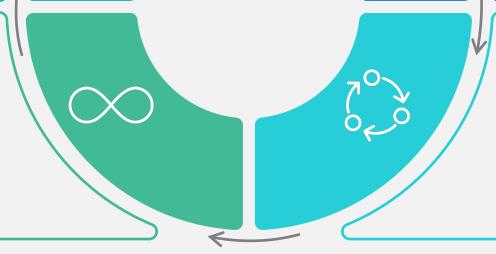
- Educate & strengthen capacities in racial equity
- Identify policies, practices, or protocols to pilot
- Encourage staff, programs, and departments to pilot equity lens

04. Sustain The Effort

- Build internal infrastructure
- Co-ownership of DEI
- Power sharing or dispersed leadership
- Diversification of new and current funders

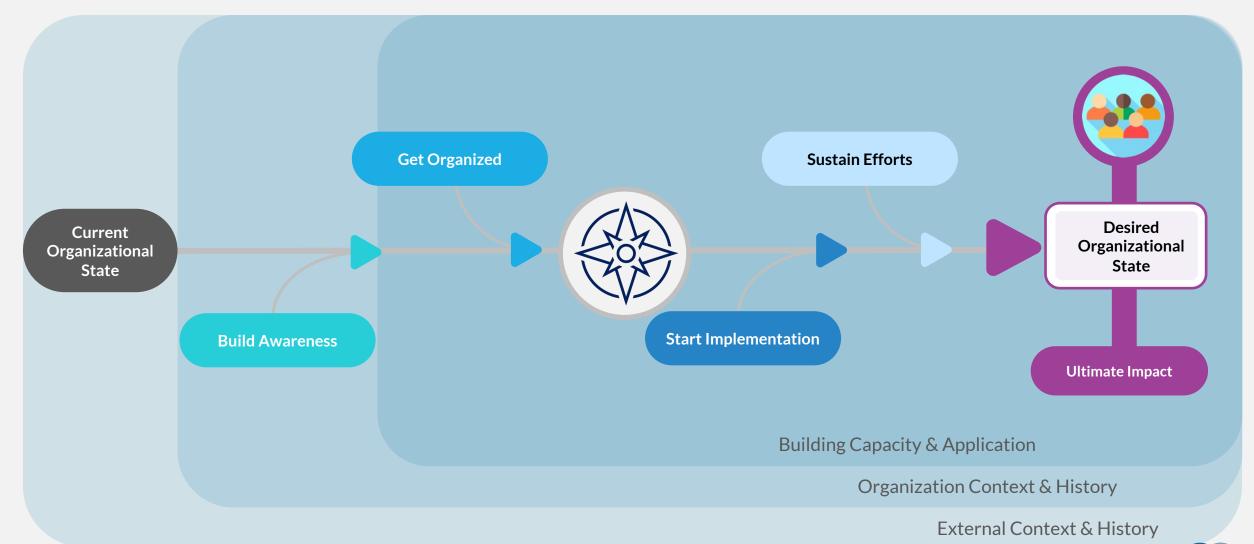
03. Start Implementation

- Create equity tools, decision frameworks, and practices
- Identify data sources to develop strategies
- Create strategies and metrics for success

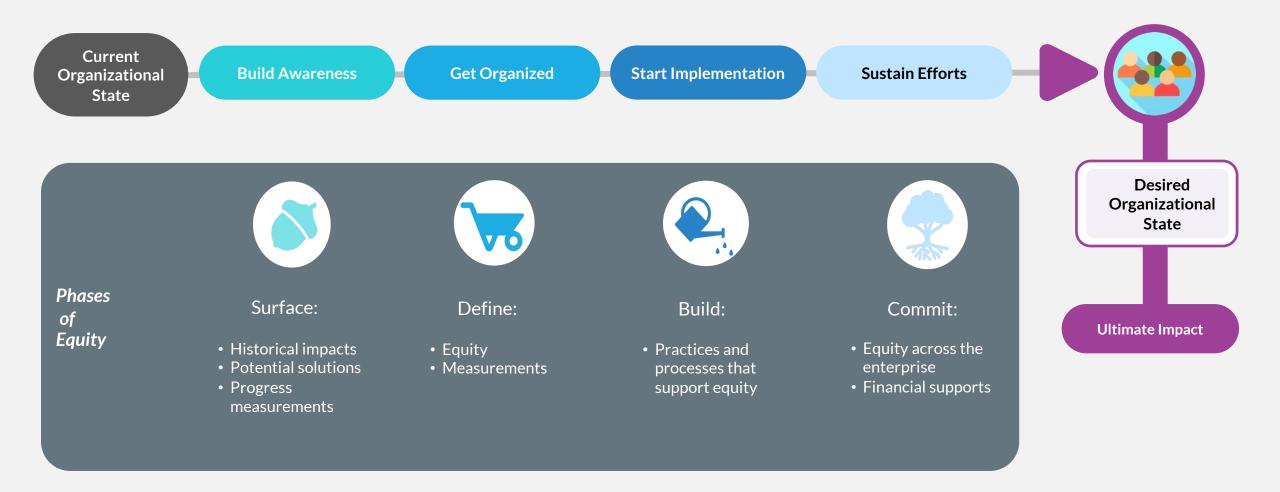




Actual Stages of Change



Actual Stages of Change





Discussion









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Effective Strategies Equitable Systems Strong Communities



Don't forget to join us next week to hear from Practitioners April 3 at 1pm EST

Your Host & Practitioner:



Amber Trout, Ph.D. Senior Associate Community Science

Your Panel:



Lynda Gonzales-Chavez (she/her)
Senior Vice President, Chief Global
Diversity, Equity & Inclusion Officer
Y-USA



Jian Gallo-Kohn (she/her) Senior Program Associate VERA



Alex McCray (he/him)
Interim Co-Executive Director and Vice
President, Member Engagement and
Strategic Initiatives
Philanthropy Massachusetts

If you registered for the current webinar through the Community Science website, you are automatically registered Session Two on April 3rd.

