



EQUITY TRACK

Stage 1: Identify Desired Results

Established Goals

1. Increase understanding of implicit bias and its potential impact on decision-making, project development and implementation, and outreach;
2. Understand how dominant group culture can be a barrier to meaningful participation;
3. Understand the difference between intention, action, and impact;
4. Understand levels of transformation (internal, interpersonal, institutional, systemic);
5. Gain familiarity with strategies to understand current and future group member perspectives;
6. Understand how to navigate toxic spaces, self-care and building equity that is safe for organizers who identify as POC; and
7. Understand that, while deep equity conversations can be uncomfortable, effectively facilitating them is essential to identify and implement just, equitable solutions.

Enduring Understandings

Participants will understand ...

- A. Implicit bias: what it is, and how it can influence decisions and work;
- B. Tools and practices to assess the perspectives/biases that make up a core project volunteer team to ensure equity is at the center of their work;
- C. Tools, strategies and protocols to facilitate deep equity conversations within a group;
- D. Tools and strategies for POC to navigate toxic spaces and white supremacy culture; and
- E. Communities of practice immediately available to provide support for short- and long-term equity conversations.

Essential Questions

Participants will seek deeper understanding through considering...

- A. What personal bias(es) do I carry, and how have/might they perpetuate privilege and/or oppression?
- B. Why and how are authentic alliances with people who experience oppressions and privilege key to my work?
- C. What barriers to participation exist in my current project design, and how can I address them to form authentic alliances?
- D. Are my intentions, actions and impacts aligned? If not, how can my actions and actual impacts be collaboratively adjusted to better reflect them?
- E. How do I take care of myself as I navigate toxic spaces?
- F. How can I ensure that, in all processes and aspects of my project, leadership of people who have been traditionally marginalized plays a central role?



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As a result of this track, participants will be able to...

1. Identify their own apprehensions, misgivings, fears, anxieties, assumptions, and (unconscious) beliefs that may serve as barriers to putting equity at the center;
2. Recognize when and how dominant culture can and does influence intention, action and impacts, and limits participation;
3. Apply tools and protocols to constantly assess and reflect on policies, practices, structures and group culture through an equity lens;
4. Effectively and intentionally disrupt dominant culture within their own group and project; and
5. Effectively and intentionally identify how to sustain and take care of self within toxic spaces; and
6. Independently and intentionally access resources to support long-term commitment to bring in diverse lived experiences.

Adapted From— Wiggins & McTighe, *Understanding by Design*