

# Facilitator Prep

Change name tag to include gender pronouns

- 1.

# Infusing Equity and Inclusion

Community Collaborative of  
Truckee Tahoe



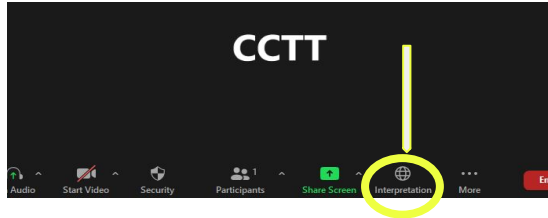
June 20, 2023  
10:00-12:00  
Via Zoom



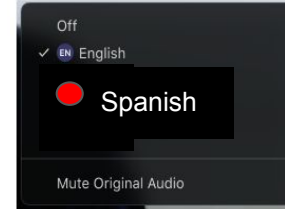
**BLAZE**  
CONSULTING GROUP

# SPANISH LANGUAGE INTERPRETATION/INTERPRETACIÓN

1. Click Interpretation



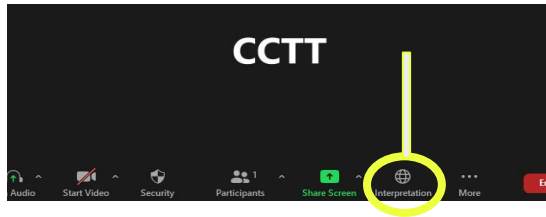
2. Click "Spanish".



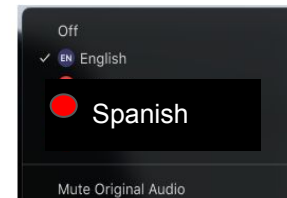
3. Optional: To only hear the interpretation, mute original audio.

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1. Presione Interpretación



2. Presione el idioma Español.

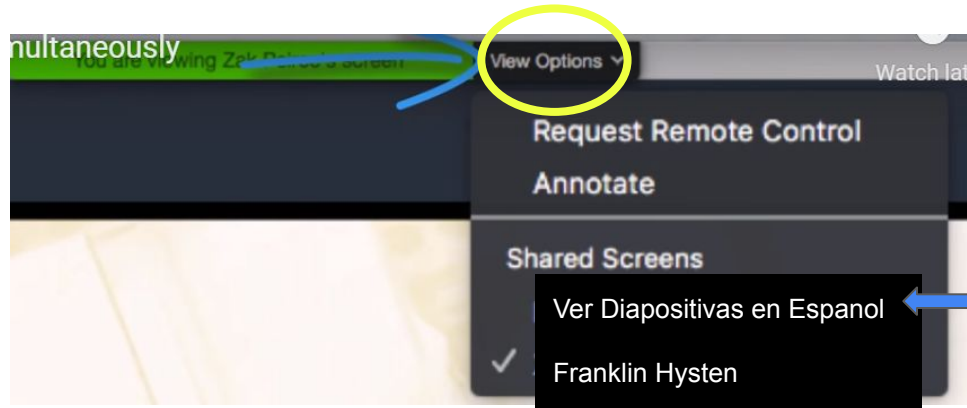


3. (Opcional) Para escuchar en Español solamente, presione "Mute Original Audio".

# VIEW SPANISH SLIDES

## VER DIAPOSITIVAS EN ESPAÑOL

1. Click View Options at the Top of the Zoom Panel  
Haga clic en Ver Opciones en la Parte Superior del Panel de Zoom.
2. Click View Spanish Slides  
Haga Clic en Ver Diapositivas en Español



3. Mobile Phone Users Do Not Have This Option  
Los Usuarios de Teléfonos Móviles no Tienen Esta Opción.



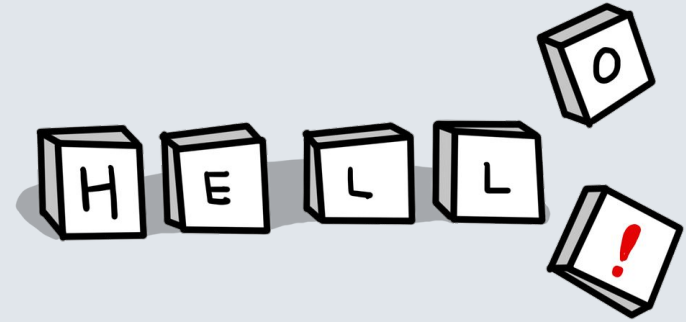
# DEMOGRAPHIC FORM/FORMA DEMOGRÁFICA

**Please complete CCTT's Demographic Form:**  
**<https://forms.gle/sSZ4bFqTQabQFKkg7>**

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**Complete el formulario demográfico del CCTT:**  
**<https://forms.gle/sSZ4bFqTQabQFKkg7>**

# Welcome from CCTT



# Infusing Equity and Inclusion

Community Collaborative of  
Truckee Tahoe



June 20, 2023  
10:00-12:00  
Via Zoom



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CONSULTING GROUP

# Overview



**In this session, we will explore how our organizations lift principles of equity and inclusion into its policies, principles and programs. We will utilize one structured thinking tool to support planning and action. And we will discuss the impact of valuing meritocracy with and without an equity analysis.**



# Overview of Series

The Equity in Action Series will support CCTT leaders to explore moving your anti-bias, antiracist, equity work from planning into action. We will do this by exploring some of the more sophisticated dynamics that come up as organizations and teams and communities move from intention into positive action. How do we name systems and practices in our organizations that sustain the status quo? How does one walk the fine line of allyship so that it doesn't promote Saviorism. And how do we acknowledge and honor the myriad roles we might take in working toward equity?

This series is designed to be interactive and welcomes authentic conversation. Let's explore what might be possible when we lean into equity and inclusion.

# About Blaze Consulting Group

Blaze Consulting Group creates transformative experiences to activate positive results. We help elevate organizations, using experiential learning theories, strategic planning, and data-informed processes to cultivate change. Through tailored training, innovative design, impactful consulting, and effective social justice programming, we provide tangible solutions and transformative processes helping unlock sustainable results. At our core, we approach the world with a lens of compassion, hope and a belief that "we are the ones we've been waiting for." Through the circles of possibilities, we envision a world more healthy, equitable and just.

# Today's Agenda



- Welcome and Introductions
- Find the F's
- Power Chart Review
- Talking about Privilege
- Moving toward Equity in Organization
- Check-up Tool
- Acknowledgements

# Agreements



- Confidentiality
- “I” Statements
- Respect others experiences
- People over content
- Practice and curiosity
- Take care of your needs and come back when you are ready
- Offer Grace

## Find the F's

Finished files are the  
result of years of scientific study  
combined with the experience of years.

# **Talking About White Privilege**

# **Power Chart**

## **Where Does Privilege Fall?**

# Who is on the side of power?

## Power Chart

Category	Power	Non-power
Race	White	
Socio-economic Status	Rich	
Gender	Male	
Sexual Orientation	Straight	
Physical Ability	Able-Bodied	
Religion	Christian	



# Who can ally?

## Power Chart

Category	Power	Non-power
Race	White	BIPOC
Socio-economic Status	Rich	Poor
Gender	Male	Female and other gender expressions
Sexual Orientation	Straight	LGBTG+
Physical Ability	Able-Bodied	Disabled
Religion	Christian	Non-Christian

# From Ally to Co-Conspirator



# Privilege in the US

**Having greater access to wealth, education, jobs, healthcare and justice than other groups.**

**In our society, this falls to White, rich, straight, cis-gendered, able-bodied, males.**

**It is backed by prejudiced views of certain groups and denial of its existence by the dominant group**

# Equity

**Systematic equity is a complex combination of interrelated elements consciously designed to create, support and sustain social justice. It is a robust system and dynamic process that reinforces and replicates equitable ideas, power, resources, strategies, conditions, habits and outcomes.**

**-Annie E. Casey Foundation**

# Quick Breakout

**What makes talking about  
Whiteness and Privilege hard?**

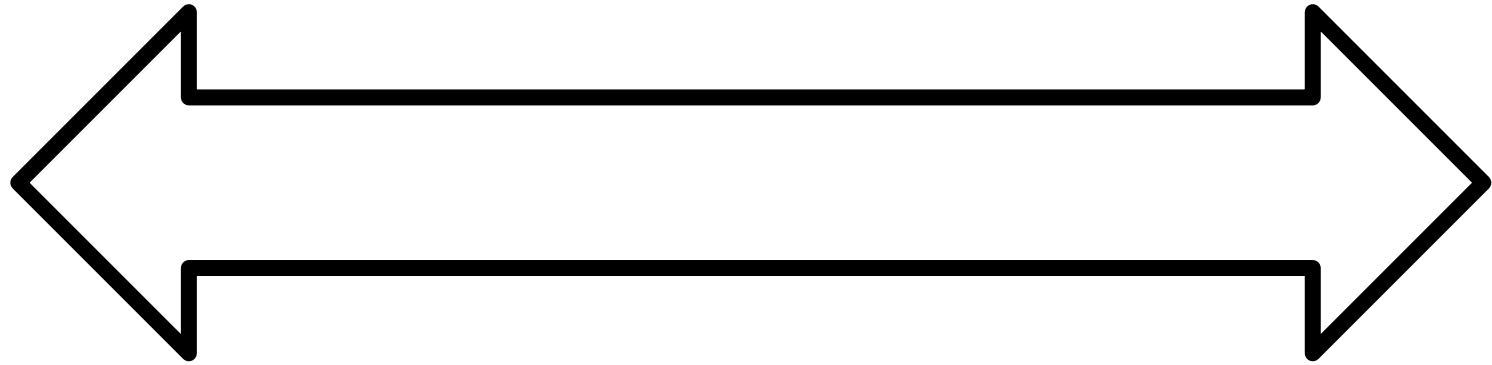
# Barriers to Talking About Systemic Racism

- **Meritocracy Threat-**My accomplishments were not fully earned
- **Group-image Threat-** I belong to a group with unfair advantages
- **Anti-Blackness-** At least I'm not Black. I can assimilate
- **Racial Binary-** It's a Black and White issue

# Barriers to Talking About Systemic Racism

**Are you calling me a racist?**

# Approaches to Racial Equity Work



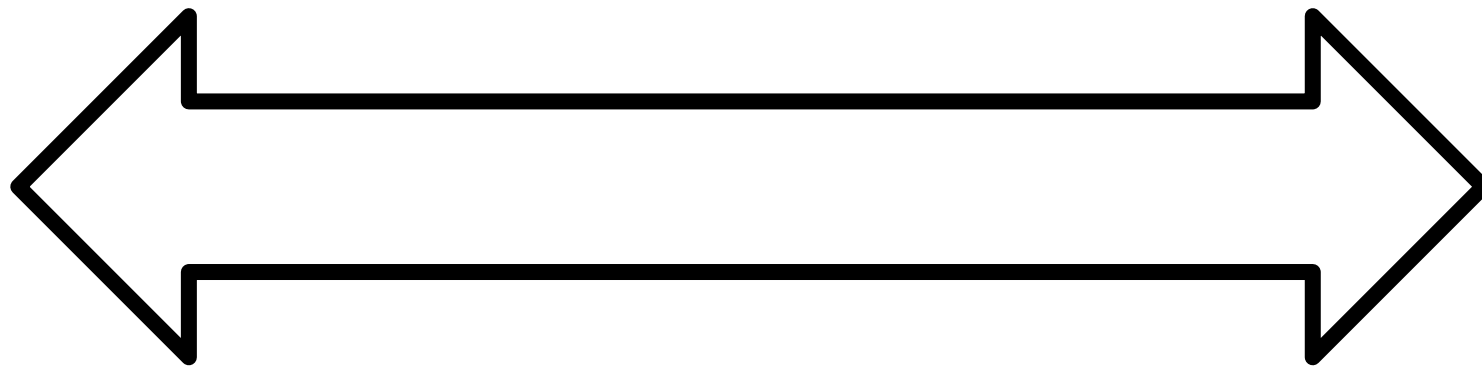
Deny  
Distance

Neutral  
Invisible

Shift  
Dismantle



# Breakout Groups: What have you felt in your organizations conversations about racial equality and racial equity?



Deny  
Distance

Neutral  
Invisible

Shift  
Dismantle

# Racial Affinity Groups

“While there is good and important work that organizations can do together around race/racial equity, it can also be valuable and even important to do some work separately in Race-based Affinity groups: White people and BIPOC (Black, Indigenous, and People of Color.)

There can sometimes be resistance to this separation, particularly from White people, who may: want to stay together with the whole group, avoid “segregation”, learn from BIPOC experiences, and more.”

***By Zhaleh Almaee & Marc Weinblatt, Co Directors, Mandala Center for Change***

# Why Race Based Affinity Groups?

1. White and BIPOC people have different work to do
2. Can create space for deeper authenticity and honesty- people less afraid to say the “wrong” thing, offend or hurt the feelings of the “other”
3. BIPOC folks relieved to get some time with others who share the same struggle & have similar experiences of racism
4. In mixed race groups, BIPOC people often “teach” white people and do much more emotional labor

# BREAKOUTS

1. If you are white: what approach shows up in how you and others have approached racial equity work in your organization?
2. For our BIPOC friends: What do you need from yourself and others to be active in racial equity work in your organization?

# SHARE OUT



# BREAK

# **Equity in Systems and Policies**

# Why do the work of diversity, equity and inclusion?

- We are moving towards equity when one's racial identity is not a predictor of key elements of their employment experience:
  - Wage quality
  - Career Advancement and Opportunity to Lead
  - Health and Wellness
  - Retention
- Increase diversity of Leaders of Color throughout Truckee/Tahoe



# Divisions of the Non-Profit Organization

- Board of Directors
- Executive / Central Leadership
- Program
- Fund Development
- Human Resource
- Finance and Administration
- Operations

# Organizational Equity Check-up

Department: Central Admin Office

	Barriers	Opportunities
<b>Policies</b>	<ul style="list-style-type: none"><li>• <i>meritocracy without antiracist analysis</i></li></ul>	<ul style="list-style-type: none"><li>• Incentivize lived experience</li><li>• New flexible work policy</li><li>• Progressive family leave</li></ul>
<b>Practices</b>	<ul style="list-style-type: none"><li>• Diversity in leadership limited to Informal networks and friendships</li></ul>	<ul style="list-style-type: none"><li>• Access new networks for employees</li><li>• Share job description questions before interviews</li></ul>
<b>Programs or Products</b> (for example: timesheet tools, recording PTO, grant report process, access to technology, professional development content)	<ul style="list-style-type: none"><li>• Cultural competency over cultural humility</li></ul>	<ul style="list-style-type: none"><li>• Deepen stakeholder engagement</li></ul>

# Organizational Equity Check-up

Department: \_\_\_\_\_

	Barriers	Opportunities
<b>Policies</b>		
<b>Practices</b>		
<b>Programs or Products</b> (for example: timesheet tools, recording PTO, grant report process, access to technology, professional development content)		

# Quick Breakout

- What are you learning?
- What will it take to bring a tool like this to your colleagues within your department?
- For executive leaders, how might you bring more of this conversation into your board of directors?

**Debrief**

# Next Steps





# FEEDBACK: MENTI POLL/COMENTARIOS: ENCUESTA MENTI

Go to

[www.menti.com](https://www.menti.com)

Enter the code

**3740 5217**

