

Small Group Discussion and Working Session

Please use this time to work in groups or by yourself to think through how to advance equity through your collective impact effort. Below are some options for activities based on what you learned in today’s panel.

1. In your small groups, take turns sharing takeaways from the panel responses. What did you learn about how to promote equity through your collective impact effort?
2. To go from disparities to root causes, work through the blank “back map” exercise on your tables. How could this inform your collective impact work?
3. Take 5 minutes to begin filling out table in exercise #1 below. Then discuss: which of the building blocks for equity work do you feel are easiest to apply? Which are the hardest?
4. To begin identifying stakeholder other allies and champions, fill out exercise #2 below.

Exercise 1: Building Blocks for Equity-Focused Work

For each building block needed to advance equity-focused work, think about what you can do within your community to establish each. Think about where your specific community currently stands and what you can do within your backbone organization to advance each building block.

Building Block	In your community, where can you move forward in establishing each of these building blocks?
<i>Shared Language</i> around diversity, equity & inclusion.	
<i>Disaggregated Data</i> that advance understanding of how different groups are situated.	
<i>Structural Analysis</i> that identifies barriers to equitable outcomes.	
<i>Systematic Application</i> of a racial equity impact analysis for key decisions, policies, & practices.	
<i>Effective Communication</i> of benefits accruing to all as a result of racially equitable work.	

Exercise 2: Identifying Allies & Champions

What stakeholders can you align with to promote equity? Take a few minutes to think about who within your organization and your collective impact partnership you need to align with to promote equity.

	Potential Allies	Ways to Engage
Within your backbone staff?		
Within your larger collective impact initiative?		