

**LBE Team
Equity Work Session
June 25, 2003
5:30 to 8:30 PM
Agenda**



Outcomes:

- To determine how to create a safe environment for all (when discussing and dealing with equity and inclusion)
- To strengthen trust among team members
- To examine how to embed equity throughout all layers and functions of EBCF
- To consider the composition and work of the LBE team going forward
- To experience the use and usefulness of affinity groups

Overview and Intentions

Operating Principles/Protocols

Check-In

Successes

Value Statement on Equity and Inclusion

Embedding This Work

Involvement

Closure

Ed Porter Session with EBCF Home Team (6/25/03)

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Facilitator Notes (not for participants)

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Overview and Intentions

- Jim and Mike layout
 1. Leadership and symbolism
 2. Crossover and transparency

Operating Principles/Protocols

- Listen, acknowledge, accept
- Share and respect feelings
- Suspend judgment (be conscious of language)
- Check assumptions
- Validate inferences
- Notice the distinction of intent and impact
- Balance implementation of tasks and attention to behavioral actions/reactions
- Balance human and systems factors

Check-In

- Total group
- How I'm feeling about our work *over the past year* and *where we are now*
- Expectations: what I hope will happen this evening & what I hope will not happen

Successes

- Track and acknowledge successes
- Celebrate successes

Value Statement on Equity and Inclusion

- Affinity groups (White and People of Color)
- What I'm most comfortable with...
- What I'm most uncomfortable about...
- What are the realities of equity and inclusion in our organization?
- Total group

Embedding This Work

- Affinity Groups (board and staff)
- Balancing moral and business rationale
- Equity and inclusion automatically considered and acted upon
- Dealing with power dynamics
- Understanding and negotiating the board/staff dynamics
- What it looks like in work plans, conversations, relationships, etc.
- Total group

Involvement

- How do you want to be involved?
- How do you want others to be involved?
- How should the LBE Team be Reconstituted and reorganized?

Closure

- Nest steps
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Check-in

My feelings about our work over the past year:

My feelings about where we are at the point in time:

What I hope will happen this evening:

What I hope will not happen this evening:

Operating Principles/Protocols

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- Balance adjustment of human and systems factors

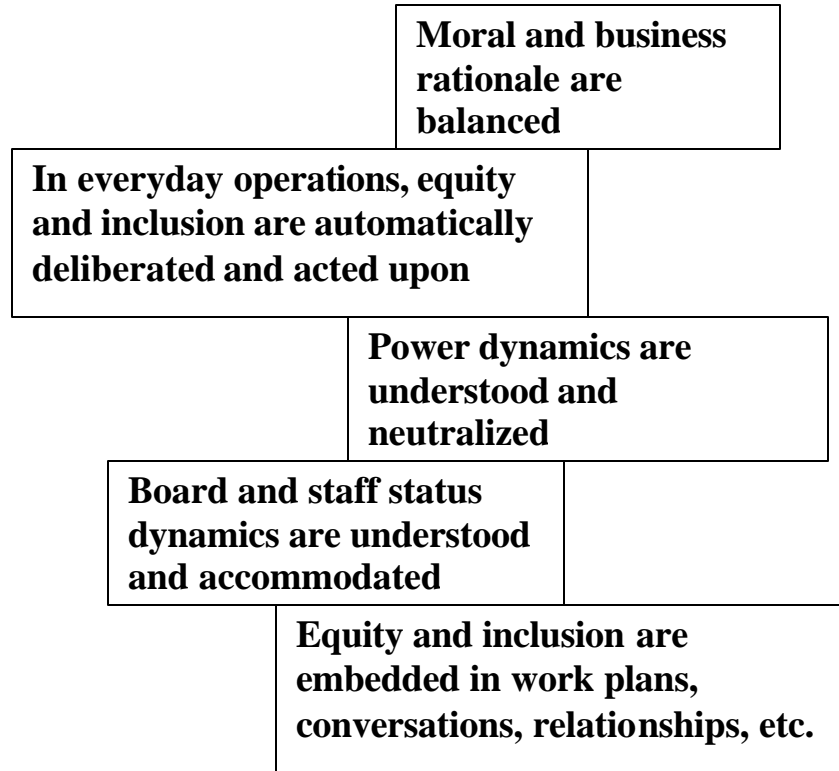
Value Statement on Equity and Inclusion

Implications for me in my role...	I feel some discomfort about...
The realities of equity and inclusion for me in this organization...	I wonder...

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Embedding This Work



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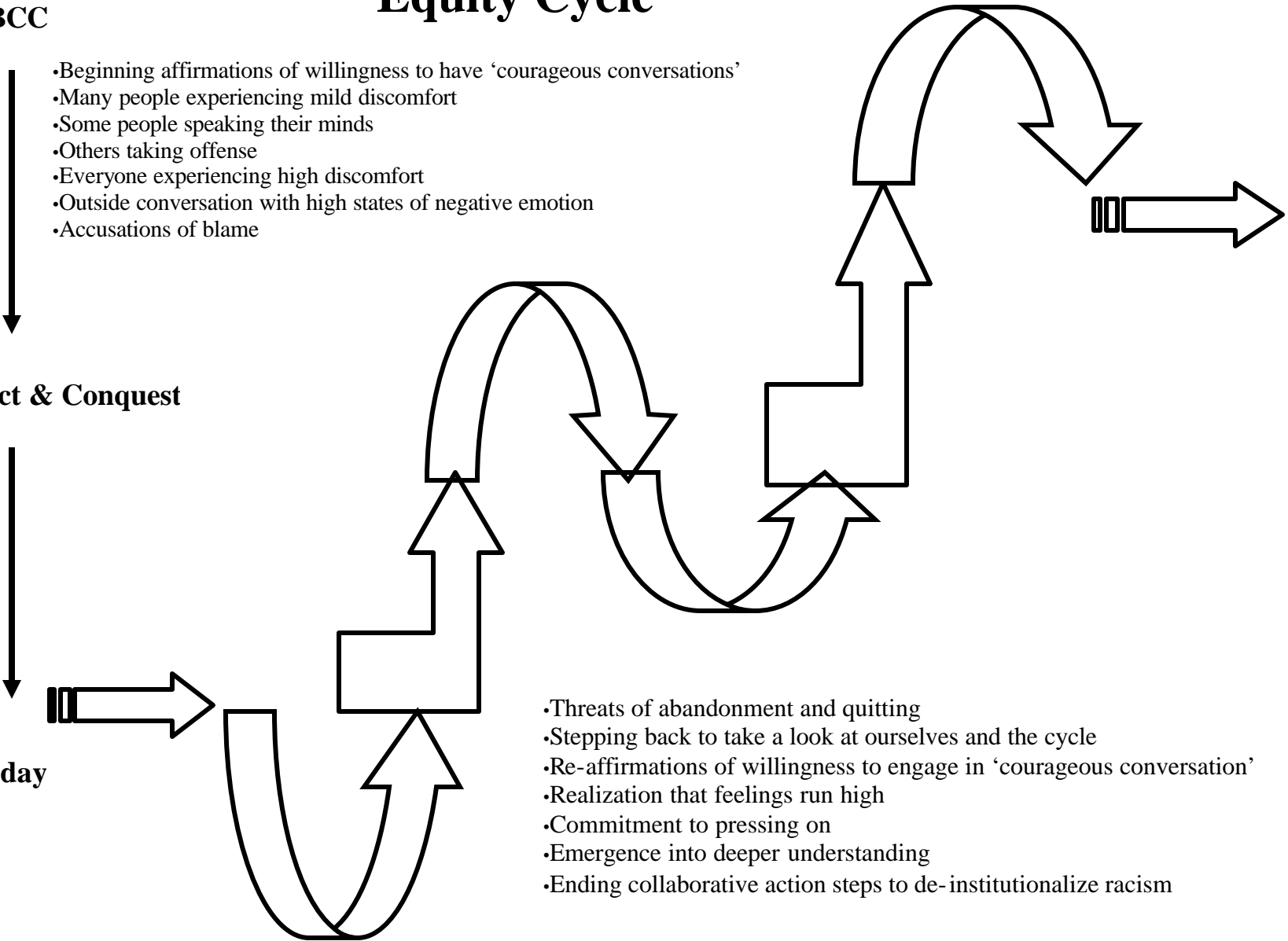
Equity Cycle

BCC

- Beginning affirmations of willingness to have ‘courageous conversations’
- Many people experiencing mild discomfort
- Some people speaking their minds
- Others taking offense
- Everyone experiencing high discomfort
- Outside conversation with high states of negative emotion
- Accusations of blame

Contact & Conquest

Today



- Threats of abandonment and quitting
- Stepping back to take a look at ourselves and the cycle
- Re-affirmations of willingness to engage in ‘courageous conversation’
- Realization that feelings run high
- Commitment to pressing on
- Emergence into deeper understanding
- Ending collaborative action steps to de-institutionalize racism