



# SUPPORT FOR YOUR EQUITY LEADERSHIP!

## WHAT IS THE OUR COMMON GROUND EQUITY INITIATIVE?

Many Intertwine Alliance partners are on a path toward making their organizations more diverse, equitable and inclusive, or have expressed interest in doing so. In response, The Intertwine Alliance is working to **support Alliance partners in creating an ongoing learning community focused on diversity, equity and inclusion.** By making additional resources available to support your initiatives, and organizing or supporting existing cohorts, we hope to catalyze and accelerate equity work in our community. Ultimately, our hope is to bring equity work to scale across a broad and diverse array of organizations in order to fundamentally transform our sectors.

## HOW WILL THE INITIATIVE WORK?

You identify your current needs for learning and development, and we will do our best to make available the resources and ongoing peer support you need. There are four elements to this approach:

- 1) **Let us know you are interested.** As you know, this work takes commitment! Participating in the program means you will work with peers on the path to a healthier and more equitable community for a minimum of one year. A commitment of time by your organization's leaders is required, and participants will be asked to contribute toward program costs.
- 2) **Decide what help you need.** The path is different for every organization, and we are at different levels of advancement. Whether you have been working on equity for many years, or just starting out, we will support you in identifying your current needs.
- 3) **Participate and get support.** We will help match you with appropriate resources and support, but you will be part of the decision-making process. Resources might include mentoring from other Intertwine partners, cohorts, workshops, and technical support from specialized consultants. You will help choose the program providers that best meet your needs. In most cases, you will be working along with a group of your peers.
- 4) **Report results.** We will help you collect metrics and illustrative stories to report on your progress along the equity continuum for use with your funders and stakeholders. We also intend to aggregate and report the results of the program as a whole. Pulling out core trends, tenants or components associated with organizational change and equity implementation can be a powerful tool in progressing this work across organizations and the creation of a shared learning environment.



## HOW MUCH DOES IT COST?

This program is funded and supported in part by the U.S. Fish and Wildlife Service, and will last for at least one year. The program will require a participation fee that will be dependent on program selection, but will be quite affordable.

## TIME FRAME:

October 18 Fall summit: Roll out of the new program, table with application workshop and program Q&A.

October 28: Expression of interest due

November 18: Cohorts formed

November 21-December 9: Cohorts select programs and providers

December 19: Official commitment to program due

## EXPRESSION OF INTEREST:

Please fill out the following application and submit it to us by October 28. We will follow up with you to talk about a program that meets your needs and to discuss costs in more detail.

### Basic Information:

Name:

Title:

Organization:

Email:

Phone number:

Please list the people in your organization who are in leadership positions and are willing to commit time and/or capacity to this effort.

Are you willing to stay involved in an ongoing peer learning/peer support program for at least one year?

Are you willing to meet outside of designated trainings/workshops for peer-based learning (estimated at 3-4 hours per quarter outside of workshops)?



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### WHAT TYPE OF HELP DO YOU NEED?

Opting into this program requires a time commitment that extends beyond the training/workshops. We are asking participants of this program to commit to attending follow up/check in meetings, as well as to work with peers in an ongoing learning process over the course of the next year. If you opt into this program, we expect you to prioritize diversity/equity/inclusion in your work and in your schedule, and to do all that is within your power to fully participate in this program.

#### Organizational equity work:

Has your organization's leadership participated in any trainings?

- Yes
- No

If so, which one(s)? Please list name and/or type of training and the provider.

Do you have an organizational equity strategy? What does it include; what is your organization's view on diversity/equity/inclusion?

Please describe your organizations general approach/view and current state of diversity/equity/inclusion.

Are you looking for individual or organizational level training? Or are you not sure?

Please check the boxes with the types of trainings and workshops you are looking for:

Understanding the basics of diversity and inclusion - What it is and why it is important?

Hiring equitably

Individual coaching with organizational leaders and board members

Historical evolution of diversity and inclusion: Why yesterday's solutions don't work today

Creating equity policies

Onsite technical assistance to address barriers to progress



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| <input type="checkbox"/> Understanding whiteness and white privilege                       | <input type="checkbox"/> Supervision and management to support diversity, equity and inclusion           | <input type="checkbox"/> Customized onsite training                                  |
| <input type="checkbox"/> Anti-racism workshops that raise awareness of the issues          | <input type="checkbox"/> Improving data systems and calculating disparities                              | <input type="checkbox"/> Dealing with resistance                                     |
| <input type="checkbox"/> Understanding and addressing implicit bias                        | <input type="checkbox"/> Making programs and services culturally responsive                              | <input type="checkbox"/> Re-booting equity initiatives when they have stalled        |
| <input type="checkbox"/> Doing a pre-assessment of the organization's readiness for change | <input type="checkbox"/> Holding difficult conversations around equity and inclusion                     | <input type="checkbox"/> Establishing an evaluation framework for equity initiatives |
|  | <input type="checkbox"/> Developing and using an equity lens to guide the organization's decision making |  |
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If you are looking for other types of trainings, tools, and resources, please describe:

Do you have any resources that you are able to contribute to this project?

- Time/capacity as it relates to training programs
- Time/capacity in organizing events
- Space for events/trainings
- Food/refreshments for events/trainings
- Transportation to and from events/trainings (i.e. a van, bus, etc.)
- Other in-kind resources
- Funding

Please provide a bit more information about what resources you are able to contribute.

## QUESTIONS?

Contact Lauren at [lauren@theintertwine.org](mailto:lauren@theintertwine.org) or 503-445-0991

