



## 2021 EQUITY & INCLUSION AWARENESS-RAISING COHORT

The Intertwine Alliance Equity and Inclusion Initiative supports our partners along their paths toward equity and inclusion by increasing peer learning through a cohort model and by connecting the cohorts to training resources. Facilitated by DRC Learning Solutions, led by Derron Coles, Lauren Gottfredson, and Alexis Millett.

All training topics and activities will focus on helping cohort members develop a meaningful and science-based understanding of the fundamentals of diversity, equity, and inclusion, with an emphasis on antiracist theory and actions. The depth to which we cover individual topics will be driven by cohort needs, but will include:

- Historical context of systemic inequities
- Intersectionality and the dynamics of power and privilege in society
- Culture and its impacts on thought and behavior
- Barriers to cultural competency development and mitigation strategies (e.g., mindfulness)
- Neuroscience of bias and strategies for interrupting bias (our own and others)

We will establish an inclusive, shame-free environment to engage cohort members through relationship building and self-reflection exercises that build cultural self-awareness and competency while diminishing fears of intercultural communication that can prevent post-training development. Further, we will use a community-of-practice model where each organization will receive both peer-to-peer and DEI specialist coaching to continue personal and organizational development throughout the year. Peer support will be coupled with “deep dive” assignments intended to maintain momentum.

Each organization is invited to have up to two participants in the cohort. To foster a learning community, we ask the same 2 individuals attend each training throughout the year. Participants will raise their personal awareness and address biases; this cohort is not for folks far along in their personal equity journey.

The proposed scope of work includes a 2.5-day training and four three-hour follow-up meetings, that will run from March through October 2021. A training schedule will be finalized after getting input from cohort members. The cost to participate in this 6-month cohort is \$700 per Intertwine Alliance partner organization and \$1,400 per non-partner organization. Each organization is invited to have two participants in the cohort and a third for an additional \$300. If you are interested in this possibility, please indicate below.

By submitting this form, you are committing your organization to participate in this program for up to one year from the start date.

Organization: \_\_\_\_\_

Cohort member name and email: \_\_\_\_\_

Cohort member name and email: \_\_\_\_\_





Are you interested in having a third participant if there is space available and at a cost of an additional \$300? Yes  No

Third cohort member name and email: \_\_\_\_\_

Please send this form to our Equity Program Manager Katie Gavares at [katie@theintertwine.org](mailto:katie@theintertwine.org)

