



2021 EQUITY & INCLUSION CHANGE-AGENT 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.

The theme of the change-agent cohort is ***From Awareness to Action*** facilitated by DRC Learning Solutions, led by Derron Coles, Lauren Gottfredson and Alexis Millett. All training topics and activities will focus on advancing our language, skill sets, and DEI toolkits, so that we can push through personal, organizational, and systemic barriers to achieve more inclusive teams, organizations, and coalitions.

The depth to which we cover individual topics will be driven by cohort needs, but will include:

- Developing personal vision statements
- Approaches to change agency and coalition building
- Making the case for integrating DEI considerations into policy and practice
- Mindsets that drive change
- Reframing issues and working across differences
- System analysis and equity auditing

Prerequisites: Prior awareness training or self-study on fundamentals of diversity, equity, and inclusion. Understanding of key terms, concepts, and justifications for DEI initiatives at the individual, organizational, and societal levels.

The proposed scope of work includes a 2.5-day training and four three-hour follow-up meetings, that will run from April through November 2021. A training schedule will be finalized after getting input from cohort members. The cost to participate in this 6-month long cohort is \$800 per Intertwine Alliance partner organization and \$1,600 for non-partner organizations. Each organization is invited to have two participants in the program a third for an additional \$300.

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

