

## 2021 EQUITY & INCLUSION IMPLEMENTATION PEER GROUP



The Implementation Peer Group will be working with the consultants from Capacity Building Partnerships Sara Curiel Paez and Alexis Millett. This peer group supports organizations who are already deep into their DEI journey, both as individual leaders and as organizations. Peer Group will be a total of eight, two-hour group meetings.

Peer Group will focus on supporting leaders through barriers in integrating DEI into organizational culture, policies, practices, and programming. As a community of peers, the time will be devoted in each meeting for exploration of specific leadership dilemmas brought forth from the participants. A leadership dilemma involves a challenge you are experiencing or anticipating. Themes of these dilemmas may come about due to competing priorities in your organization; personal blind spots; team, management or leadership dynamics; resistance from key stakeholders; personal challenges moving this work forward; and many other barriers to implementation. This is an opportunity to learn together and from one another as we address challenges in the work.

This model of a cohort is not a training. Instead, it provides the opportunity to work through current issues with peers and consultants in a conversational setting. Below are 2020 participants' experiences within this model.

*Participating in the Intertwine Alliance's Implementation Peer Group was a truly great experience for me personally and as the lead of equity-based programs within the Forest Park Conservancy. The chance to work with a smaller recurring group of peers, who are dealing with similar issues and challenges within their organizations made all the difference. Having that familiarity and shorthand with the participants facilitated some difficult and uncomfortable conversations. Furthermore, the leadership dilemma proved to be a truly effective approach. From sharing actual, real-life situations, to practice active listening, the sessions provided real insight and ideas on how to work on some of the DEI challenges our organization is facing.*

Alejandro Orizola, Forest Park Conservancy, Conservation Director

*Participating in the Intertwine implementation peer group cohorts has been super helpful as we started to implement our Racial Equity, Diversity and Inclusion Action Plan. Operationalizing racial equity is not easy and requires work to help identify and talk through the challenges that come up when transforming an organization to support all people. One of the ways we utilized this experience was in the development of our Equity & Racial Justice Program Manager position. Using the Leadership Dilemma framework, we were able to collaborate with the cohort to identify and confirm key priorities for this position to help us take that next step as a department in implementation. We know we aren't alone in figuring this out and we're grateful for the opportunity to build community with those organizations as we go through this together.*

Gaylen Beatty, Metro Parks and Nature, Special Projects Manager



**We will offer one Peer Group, selected by participating organizations' preferences from the two options listed below.** Please list your preference below.

The cost for two individuals to participate in eight two-hour peer group sessions is \$700 per Intertwine Alliance partner organization and \$1,300 per non-partner organization. We will finalize a meeting schedule after getting input from cohort members.

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

We will offer one of the following Peer Group listed below, selected by majority interest. Please select the Peer Group your organization would like to participate in:

- BIPOC Affinity Group
- Cross Hierarchical: equity leaders, management, executive directors

Would you like to participate if your first-choice Peer Group is not selected? Y or N

Organization's Contact info: \_\_\_\_\_

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