

# YWCA RACIAL EQUITY IN ORGANIZATIONS WEEK 2

## Post-Workshop Handout

Please complete or prepare the following prior to Week 3's workshop.

### HOMEWORK:

#### **As a Team:** (estimated 30-60 minutes)

1. Review the FULL list of drafted Pre-Conditions from Week 2's last group activity (*on your Jamboard*)
2. Move through the "NEXT" (clarifying pre-conditions) and "LAST" (three reachable pre-conditions) steps in the **Goals and Pre-Conditions** handout.
3. Share your early Goal draft and the Three reachable Pre-Conditions with others in your organization for feedback (perhaps as part of a staff meeting)
  - a. Does this goal inspire or excite them?
  - b. Do they agree the Pre-Conditions are "reachable?"
  - c. Other thoughts they have to offer?

#### **On your own:** (estimated 30 minutes or more, depending on how deep you go)

1. Conduct your own research on the philosophies, traditions and critique of the practice of Land Acknowledgements. Some *starter* resources:
  - a. [Voices from the Native American and Indigenous Peoples Steering Group at Northwestern](#)
  - b. [Why do we do Land Acknowledgements? YWCA Metro Vancouver](#)
  - c. [Acknowledging the Original People of this Land - Luna Jimenez Institute for Social Transformation](#)
2. Prepare a version of a Land Acknowledgement/Original People Acknowledgment that feels meaningful to you. (you may be asked to deliver it in Weeks 3-8) Some questions to consider:
  - a. What are the original, indigenous people(s) on the land where you live?
  - b. What, if any, treaties are in place between these indigenous people(s) and the Federal or local governments?
  - c. Who are the indigenous people on the land where your ancestors are from?