

# YWCA RACIAL EQUITY IN ORGANIZATIONS WEEK 6

## Post-Workshop Handout

**HOMEWORK: Due @ Week 8: March 18, 2022**

### As a Team:

- Complete your Jamboards and/or Workbook pages for Steps 8 and 9
- Review all the work you've completed for Steps 1-9 thus far
  - Make any adjustments that feel necessary
  - What questions are yet unanswered - whose voices and input do you still need? How will you go about engaging with them?
- Prepare a presentation of your work in Steps 1-9
  - How will each team member hold an equitable share of the work?
  - This is your PRACTICE space<sup>1</sup> Consider how you will want to present this work to the rest of your organization, your board members, your funding partners, etc.
  - You will have a maximum of 10 minutes to present your work - Its OK if you don't use the full 10 minutes. :) Suggested format:
    - Walk through your answers/choices for each of the 9 steps
    - Share about the overall experience of the process
      - What went well?
      - What will you do differently next time you create a Racial Equity Theory of Change for your organization?

### On your own:

- Time to check-in on the Engagement Agreements again. [Complete this short evaluation](#) on how you feel you (and your peers) are upholding the Agreements you made during Week 2.

## Resources:

- Western States Center: <https://www.westernstatescenter.org/>
- [Navigating Identity as Part of your Leadership Practice](#), Community Resource Exchange article, 2017
- [Transforming Ruckus: Actions Speak Louder](#), an adrienne maree brown article, 2010 - additional insights on impacted leadership
- [On finding solace and solidarity in a broken-hearted world](#), a Marcela Mulholland article, 2021 for EARTH JUSTICE