

COLLECTIVE IMPACT FORUM



**When You Can't Say Equity:
Advancing Equity in an Anti-Equity Context**

August 29, 2024



Land Acknowledgement

We would like to acknowledge that this session is presented and recorded on the traditional land of the Muscogee, Potawatomi, Menominee, Ojibwe, Ohlone, Coast Salish, Muckleshoot, Stillaquamish, Suquamish, and Duwamish people past and present.

We honor with gratitude the land itself and people of these tribes.

Thank you.



Participatory Land Acknowledgement

Please let us know the indigenous lands that you are on in the chat!

If you are not sure whose land you are on, and are based in the United States or Canada, you can either:

- Enter your location here: <https://native-land.ca/>
- Or enter your city or zip code here: <https://land.codeforanchorage.org/>



Next Steps To Strengthen Knowledge, Relationships, and Accountability to Support Indigenous Communities

First Steps: Learn about the Indigenous lands you are on and the Indigenous people who are part of your community.

Next Steps:

- **Learn about the current context** that is affecting Indigenous People and Tribes in your community;
- **Build knowledge and relationships** with Indigenous-led organizations, coalitions, and organizing groups;
- **Support** Indigenous-led work and movement-building.

Resources to Explore

Native Governance Center (nativegov.org) provides multiple resources to help move forward, including, “[Beyond Land Acknowledgement: A Guide](#),” and “[Beyond Land Acknowledgement Explainer Video](#).”



Today Kicks off a Busy Fall!



Navigating the Dangers to Collective Impact:

- Tuesday, September 17, 1pm - 4pm ET

Fostering a Data Culture: Overcoming Challenges and Driving Impact:

- Tuesday, October 1, 1pm - 4pm ET

Community Engagement for Collective Impact:

- Tuesday, October 15, 1pm - 4pm ET

Tools for Collaborative Engagement and Planning:

- Thursday, October 24, 1pm - 4pm ET

And more!!!



Tech Tips for Today

- We want to hear from you!
 - Share your **Questions** in the **Q&A Box**
 - Engage with others in the **chat**
- A **recording** of today's discussion will be made available within one week. We'll send you an email once it's online.
- Download a PDF of this **presentation** with the Dropbox link in the Zoom chat. The presentation will also be shared after with the recording.
- Live captions are **automatically** on. If you wish to turn them off, go to **Live Transcript** in your webinar menu and choose "Hide Subtitle".
- If you have technical difficulties or need help with anything, please share in the chat or email Tracy Timmons-Gray @ tracy.timmons-gray@collectiveimpactforum.org



Define Equity

*“Equity is fairness and justice achieved through systematically assessing disparities in **opportunities, outcomes, and representation** and redressing [those] disparities through **targeted actions**,”*
*Adapted from Urban Strategies Council**

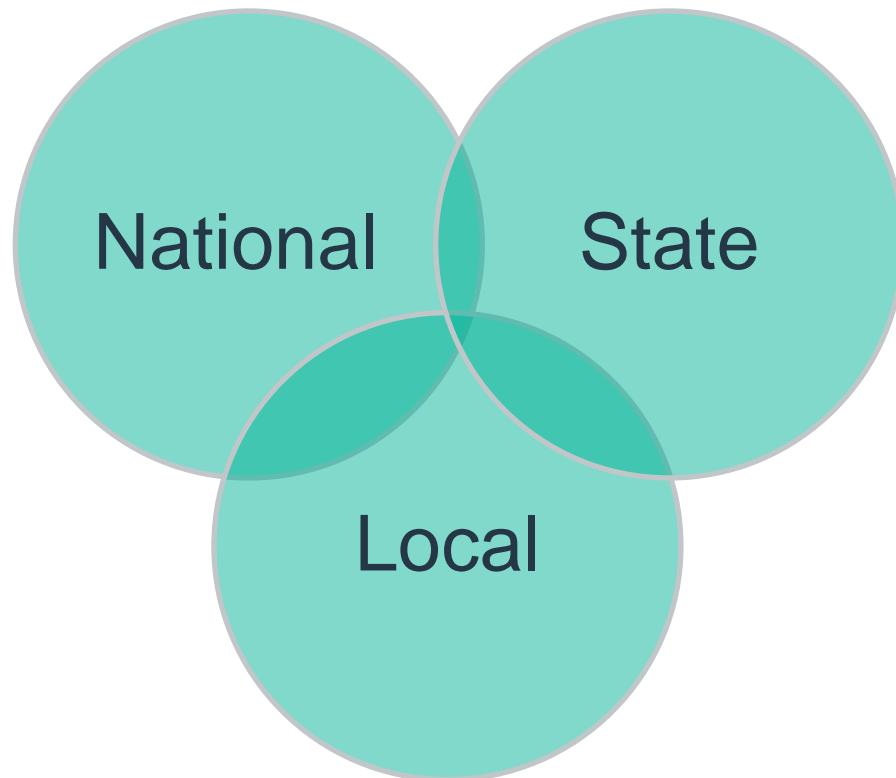
*We have slightly adapted Urban Strategies Council's definition of equity by adding in the notion of representation



Factors Influencing Equity Work:

National, State and Local Contextual Factors

Equity efforts at the local level are heavily influenced by the interplay of national, state, and local dynamics. It is within this intersection that multi-sector place-based collaboratives are working to advance equity.



- Judicial Decisions
- Legislative policy
- Administrative policy
- Narratives
- Media
- Socio-cultural and political context
- Inter-relational dynamics



Community Collaboratives Are Adapting In the Face of Challenges

- **New Partnerships:** Collaboratives have had to be agile, adjust course with new foci of their work, and forge new partnerships
- **Language and Communications:** Collaboratives are considering what language, framing and narrative work is strategic in their context
- **Data:** Some collaboratives are using disaggregated data to identify needs, target programming and make the case for continuing the work, yet are working through challenges when demographically identified data is not available
- **Burnout:** Given the challenging work of collaboration, many people in the social sector are experiencing burnout for a variety reasons: the nature of the work itself, ongoing economic / funding challenges, racial reckoning, and the pandemic. An increase in attacks on equity further intensifies this burnout for folks leading equity work.
- **Relational Work:** Building skills to repair trust and bridge across differences.
- **Policy and Legislative Advocacy:** Leveraging statewide networks to share community experiences and responses to sociocultural challenges, aiming to identify themes that can inform statewide policy and advance local work.
- **Strategic Partnerships:** Collaboratives are recognizing the importance of developing strategic partnerships with others in the social change ecosystem such as organizers, advocates, and movement builders.



Many Types of Support Are Needed by the Field

- **Guides and frameworks** to help practitioners assess the equity environment, identify key conversations, forge strategic partnerships and identify strategies to move the work forward in their context
- **Legal support** to navigate continuing to focus on equity
- **Training and capacity building on a range of topics including:**
 - Understanding advocacy possibilities and limitations for nonprofit organizations
 - Facilitating difficult conversations related to equity
 - Training and fluency in bridging strategies and practices
 - Data analysis when disaggregated data is unavailable
- **Public communications and narrative change**, training and consultancies
- **Wellness for leaders engaging in this work**
- **Peer Learning and Connection** to learn and be in supportive community with others navigating these headwinds



Questions





Resources on Today's Topic

- [The Power of Place-Based Partnerships in the Fight for Equity](#): OpEd
- [Advocacy: What You Can and Can't Do](#): Webinar
- [Advancing Equity in Times of Polarization and Division](#): Podcast, recording from the 2024 Collective Impact Action Summit
- [How Belonging, Meaning, Wellbeing, and Purpose \(BMWP\) Can Empower Youth and Their Communities](#): Podcast
- [Centering Equity in Challenging Times](#): Podcast
- [Being Proximate to Achieve Transformative Social Change](#): Blog
- Resources from organizations:
 - Othering & Belonging Institute
 - Philanthropy for Active Civic Engagement
- Forthcoming blog series from Collective Impact Forum



Would you like to continue this conversation?

- ***Please complete the survey (link is in the CHAT box) sharing if and how you'd like to continue discussions on this topic...***



Keep Learning With Us This Fall!



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Contact:

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