



**Something you learned today**

**Algo que hayas aprendido hoy**

Loving movement and not a moment. There is so much momentum for change in our community

Action doesn't just happen - lean into discomfort

**Si se puede! Yes, we can!**

**Staircase of Readiness!**

Collaboration, let's all collaborate!

Persistence can beat resistance!

How incomplete data can hide a story, such as resources increasing in a community but only for high income earners.

**We are in a movement not a moment!**

**Keep trying**

**Let's work together not alone**

**Never assume.**

Learned about the collective data that was shared today.

met more local nonprofits to pursue collaborations with!

How reflection makes us more tolerant and accepting

It is normal to face institutional obstacles & it's important to be patient & persistent!

Term healthy discomfort

The importance of tying your personal story to this work to help change the hearts and minds of others to help advance equity.

different levels of readiness take time and patience

The need to move towards institutional change

The importance of understanding individual and organizational readiness, where we can integrate the framework

**That staircase with the levels**

It is ok to be in a space of discomfort

The importance of using an equity lens in research and gathering data

**Loved the staircase!**

**Policy change = systems change.**

A helpful framework for addressing resistance internally on advancing equity.

People with lived/living experience are likely best in position to serve as staff/leadership/informing equity - and should be equitably resourced/compensated to do that!

**Let's focus on institutional change**

Find people who align with me first, and then use us as a group to work with those who can be persuaded to join us.

I learned that we are all better together and collectively working is very important and a bit scary to jump into. You are all amazing people, I am proud to have been here today.

**Agreements to create trust are vital**

**Let's Move up the staircase!**

# Something you learned today

# Algo que hayas aprendido hoy

We have great leaders here

Readiness graphic useful to engage conversations at many levels

Loved this Program thanks to all who joined!

Collaboration is about setting the individual aside in order to serve the greater community

I've learned today that most of us were all in the same situation with funding and resources

Four pillars of cross sector collaboration and that we are not all on the same level of the staircase.

framework for categories in which readiness and action are needed (institution/board, etc)

Ask questions behind research to ensure deep understanding

Move forward--implementation common strategies to make change

Learn more about the collaborative work that is already happening in our county and what works/doesn't for each

spiral learning is critical to my work and nice to see the visual of that AND a visual of the need (always nice to see things)

+1 yes!  
Name resistance to tame it

Term: "Cultural humility"

Keep trying  
  
Policy and Advocacy

The ascending spiral of awareness and advancing equity

we don't nearly talk about wages in the nonprofit sector enough -- still

On collaboration - read Heather McGhee, The Sum of Us

Wonderful meeting new community members interested in progress in DEIA. And hearing about their orgs.

The data in the beginning and the demographics... surprised me!

## Something that inspired you

## Algo que te haya inspirado

being in  
community  
with everyone  
in this  
movement!

**Seeing  
everyone  
here!**

Inspired by  
the collective  
group to work  
towards  
equity

Met another wise,  
knowledgeable  
person in our  
community who  
inspired me

Breakout  
conversation  
was intimate  
and inspiring

**Jonnie**

I am inspired  
by the  
collaborations  
discussed.

Strengthening  
each other  
rather than  
competing

We're in this  
together! No one  
organization can do  
it alone and that's a  
beautifully powerful  
notion.

The boldness  
to speak out  
on the  
realities of  
inequities!

**Marcos  
report!**

enjoyed the  
discussion in  
the breakout!

We tend to  
face the same  
obstacles &  
therefore can  
collaborate on  
solutions.

movement  
not a moment

The women in  
my breakout  
group!

**We are all  
having  
similar  
struggles**

That these  
conversations about  
the need for  
structural change in  
our non-profit  
sector are finally be  
presented as front  
and center.

Hearing folks  
talk about  
specific ways  
to USE data in  
taking action

Encouragement to  
stretch beyond  
comfort zone and  
into generative  
tension

**Glad this  
was the  
topic for  
PFE**

Progress.  
Intentions.  
Awareness

The  
collaboratives  
that are  
already taking  
place!

**Staircase  
of  
readiness.**

how supportive and  
passionate our local  
nonprofit  
community is in  
change and learning  
together for a better  
future.

Legal  
assistance  
isn't a luxury -  
it's a necessity

The safe space  
provided to  
practice  
language.

Inspired by the idea of  
setting up a learning  
and collaboration  
structure to continue  
the conversation over  
time and see forward  
movement as time  
moves ahead

**The convo  
in my  
breakout  
group!**

**Something that inspired you**

**Algo que te haya inspirado**



## An action you'll take

## Una acción que vas a llevar a cabo

Reinforce the importance of the equity lens and integrate into a current asset-mapping process

Will share the information with our volunteers

Language justice notes for internal/external communications

reach out to connections made at PFE to expand our services

Addressing or asking the three questions that were presented by Jonnie

Continue working in collaboration with organizations. Get help to establish better guidelines for the collaboration

Integrate learnings from today into my upcoming board report to make a stronger case for supporting & being a part of this movement in community!

Reviewing notes with my coworkers

Review Dr. Jonnie Williams follow-up questions with our team at Wilderness Youth Project. Thank you for your incredible work!

Collaborate, Collaborate, Collaborate!

Hope to identify individuals I can collaborate with more frequently

dynamic governance as a framework for flattening hierarchy with tools that uncover unintentional behavior habits leading to equivalent power structures and safe spaces

Compile resources for advancing equity moving forward

Connect with others in this space to create a channel of communication to continue supporting each other and learn from one another.

Take key points and tools back to DEIA committee at my organization.

Examine how capacity building will expand equity among grantee groups.

Continue to help promote SURJ (Showing Up for Racial Justice) as a place for White identifying folx to take concrete actions to be a part of this movement

Look internally at our grantmaking processes to do away with barriers to funding.

Share the nonprofit report & staircase metaphor with my DEIA team.

Reach out to people at other nonprofits to connect and brainstorm solutions together; also commiserate and support one another!

Make a list of uncomfortable conversations that need to happen....and a timeline of when to have them.

use readiness roadmap in a collaborative meeting. Looking forward to having the new version

Report this information to our board

Bring this information back to the collaborative initiatives I'm involved in.

continue to stay curious and ask open, honest questions in advancing equity and challenging barriers

**An action you'll take**

**Una acción que vas a llevar a cabo**



# An equity resource to share

# Un recurso de equidad para compartir

Movement  
Generation's Just  
Transition Zine:  
<https://movementgeneration.org/justtransition/>

Community Centric  
Fundraising!  
<https://communitycentricfundraising.org/>

**SBC PHD  
Health  
Equity  
Group**

Zoom does  
have a  
Non-profit  
rate. ASK for  
it.

racial justice  
impact  
questions and  
assessments

Human Resources  
Practices  
<https://www.aam-us.org/2021/07/23/rethinking-our-human-resources-practices-to-build-a-more-equitable-museum/>

youthwell.org  
partnership  
listing

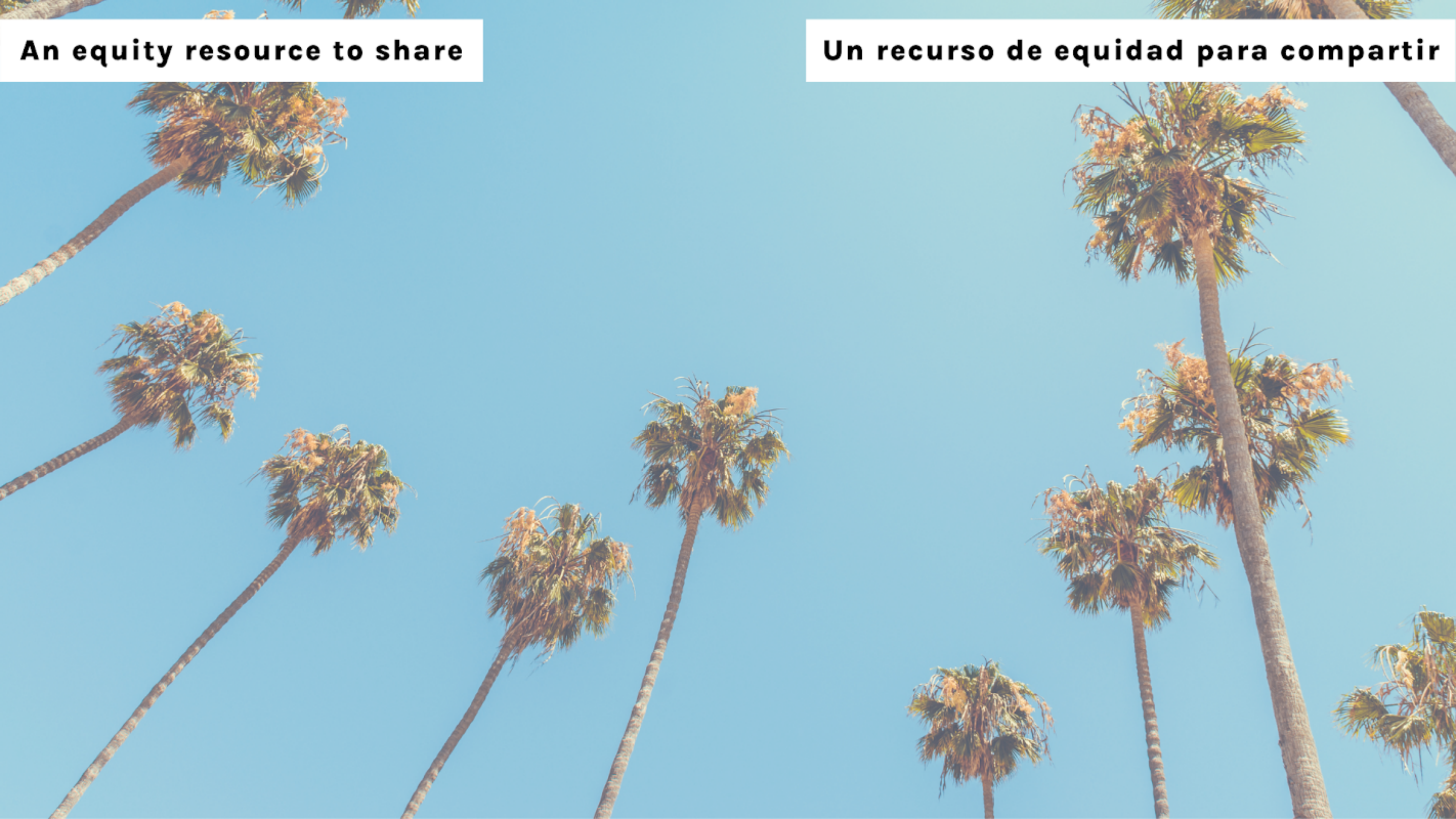
Santa Barbara  
Tenants Union:  
<https://sbtu.org/>

**Regional  
Equity  
Study**

[https://www.aecf.org/  
work/equity-and-inclusion](https://www.aecf.org/work/equity-and-inclusion)

10 Recommendations to Advance Equitable Implementation:  
Take time to build trust through small, frequent interactions  
Shed the solo leader model  
Distribute information and authority to those most affected  
Engage in deliberate and transparent decision making  
Engage community members in interpreting and using data  
Design interventions with community members  
Seek locally based platforms for service delivery  
Address issues of social justice  
Develop strategies that address context  
Seek long-term outcomes that advance equity

From the Annie E. Casey Foundation [aecf.org](https://www.aecf.org)



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