

Equity Mapping: Charting Liberation Pathways

Series Overview

Focus

- Create a shared understanding and application of key concepts
- Create individual and organizational Equity Maps for ongoing development
- Understand and practice using the Culture Shift Guideposts tool

Specifics

- Access to recordings up to two weeks after the completion of the series
- Perfect for staff, board members, volunteers, leadership teams and onboarding candidates
- Each organization has ten participant slots. Individuals who are not affiliated with an organization are also welcomed

For inquiries and to set a date for your group contact Tammy [here](#)

Workshop Detail

There are four 90-minute workshops in each series, one per day on the Zoom platform. Participants from a variety of organizations will be present.

Session One: The Landmarks

Equity, intersectionality and liberation are concepts that have become part of the popular lexicon, appearing in everything from mission statements to memes. This session explores what it means to activate them as landmarks, as a means of plotting a course toward a new way of working together. We will discuss why these concepts are important and how they show up in our work. Then we will begin the process of creating Equity Maps.

Session Two: From Anti-Blackness to Black Liberation

This session provides a framework for understanding anti-Blackness and Black liberation. The session includes a discussion of how anti-Blackness shows up for different groups and the role of liberation in this context. Participants of every race and ethnicity, including Black leaders and staff, are encouraged to attend, as this topic will be addressed from a variety of perspectives.

Session Three: Culture Shift Guideposts

Culture Shift Guideposts are a means of intentionally shifting organizational behavior patterns away from the dominant culture's oppressive norms and moving toward equity-based practices. The Guideposts address structural, institutional and interpersonal power dynamics in the areas of storytelling, context setting, role validation and practice. In addition to learning about the tool, participants will have an opportunity to practice applying the Guideposts and to identify areas of work in their Equity Maps.

What do people have to say about Tammy's approach?

“From what people shared after your training session, it's no surprise that it was one of the most highly rated sessions. The majority of participants rated your Anti-Blackness to Black Liberation training as “excellent.” You did an incredible job of creating and holding a welcoming, brave, and challenging space for the non-Black fellows to explore their personal connection to Black Liberation and start to unpack their relationship to anti-Blackness.”

Jeremy Gaspar-Lahoud, Co-Director, Youth Organize! California

“Tammy's clear communication and pragmatism, combined with a steady and warm demeanor created an environment where the Luna management team and staff were able to work fluidly together to achieve our cultural humility goals. As one of Luna's directors, I evolved both professionally and personally - developing my leadership skills in relationships external to our organization, and internally as well. From this very elegant and enlivening process, we were able to strengthen our relationships as a Luna team, widen our experience with race and equity issues, and grow in our understanding of the systems within our culture that challenge us as we remain true to our mission of bringing dance to all children.”

Nancy Ng, Director of Community Engagement, Luna Dance Institute

“Tammy brings a unique skill set to any project that she tackles. I participated in a two-day organizing visioning convening that Tammy facilitated. I witnessed how she mindfully crafted an agenda that gave us the chance to both get to know one another and then dream together about a new joint project. Tammy brings humor, care, and a deep willingness to listen to all of her work. She is able to navigate difficult conversations with authenticity and honesty.”

Danielle Mahones, Director of Leadership Development, UC Berkeley Labor Center

FAQ

Please describe what a session is like?

Participants will receive a toolkit beforehand that they will use during the session as a means of engaging the topics in various ways. They are welcomed to review the toolkit beforehand, but in-depth study is not necessary. The sessions will include a number of approaches, including journaling, storytelling and a Q&A session with me. All participants are invited to attend an optional 15 grounding exercise before the workshop starts.

Please describe the takeaway Equity Map and how that is designed?

The design of the sessions prioritizes delving into the complexities of these issues, reflecting on participants' positionality in relationship to them, and responding with an intentional liberation stance and practice. Some take-aways are:

- ❖ An understanding of how the concepts of equity, intersectionality, mutuality, liberation and anti-Blackness exist in the workplace project or campaign, and creating an intentional liberation stance and practice in how they are approached.
- ❖ A community-centered liberation grounding practice (this is not the pre-session exercise)
- ❖ An introduction of the Culture Shift Guideposts approach and tool
- ❖ Working through the toolkit, participants will create equity maps that identify key areas of work for themselves and their organizations.