

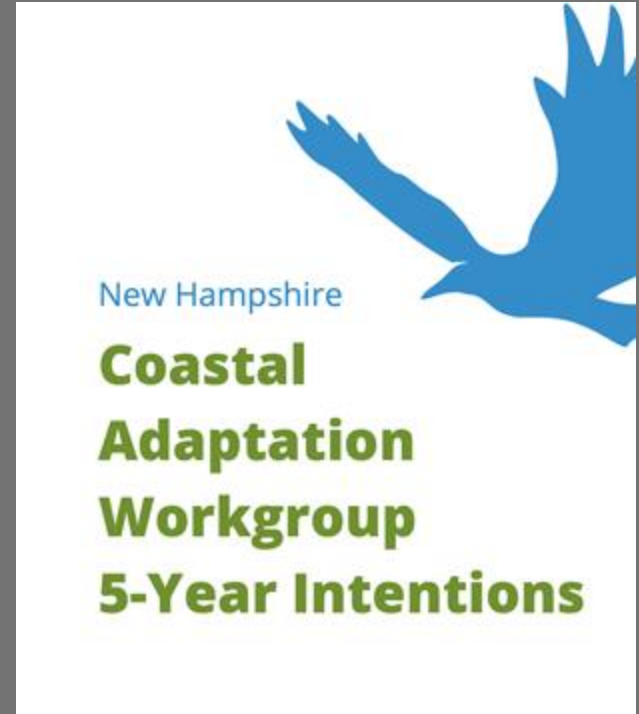
What Does Equitable Changemaking Require of Us?

July 18, 2024

CATALYST  COLLABORATIVES

CAW's Guiding Principles

- CAW creates community.
- CAW is adaptive.
- CAW values data.
- CAW invests in process.
- CAW catalyzes action.
- CAW embraces complexity.
- CAW values data.



CAW's 'Evolve Our Practice' Intention

Pause, learn, and grow in ways that

expand and challenge our thinking

individually and collectively

so that we can affect meaningful and long-lasting change.

Questions to Ask & Re-Visit Often

- **Behaviors:** How will we demonstrate to those around us that we're living our principles?
- **Norms and rituals:** What habits will help us normalize, integrate, and expect these behaviors in our day-to-day?
- **Mindsets and heartsets:** What mental & emotional models will help us hold ourselves and each other accountable?

Equitable Adaptation

Recognizing that individuals and communities face different challenges and hold different assets, that deserve different levels and types of support,

it is imperative that we consider people's unique identities, perspectives, and needs, and uplift their strengths so that they have an equal opportunity to prepare or respond [in the face of impacts from climate change...]

Perspective-taking helps us...

- Become more attuned to others' lived experience, perspective, and reality
- Make our offerings more relevant to other people and their specific context
- See value in other people and their many different ways of being, knowing, and doing
- Build deeper possibilities for many different kinds of people to feel like they belong



Today's Assignment

1. **Make a plan.** to reconnect with your neighbor at some point during the day today, ideally towards the end of the day.
1. **Make a point to follow up.** If you miss reconnecting with your neighbor later today, send them a follow-up email when you're back at your desk.
1. **Ask each other if your “why” was fulfilled today.** Ask how it happened. Get into detail. Follow up

Choosing love, we also choose to live in community, and that means that we do not have to change by ourselves. We can count on critical affirmation and dialogue with comrades walking a similar path.

– bell hooks



“An individual does not need to be a believer in a religion to embrace the idea that there is an animating principle in the self—a life force (some of us call it soul) that when nurtured enhances our capacity to be more fully **self-actualized** and able to engage in **communion** with the world around us.” — bell hooks

Self-Actualization:

To reach our fullest potential

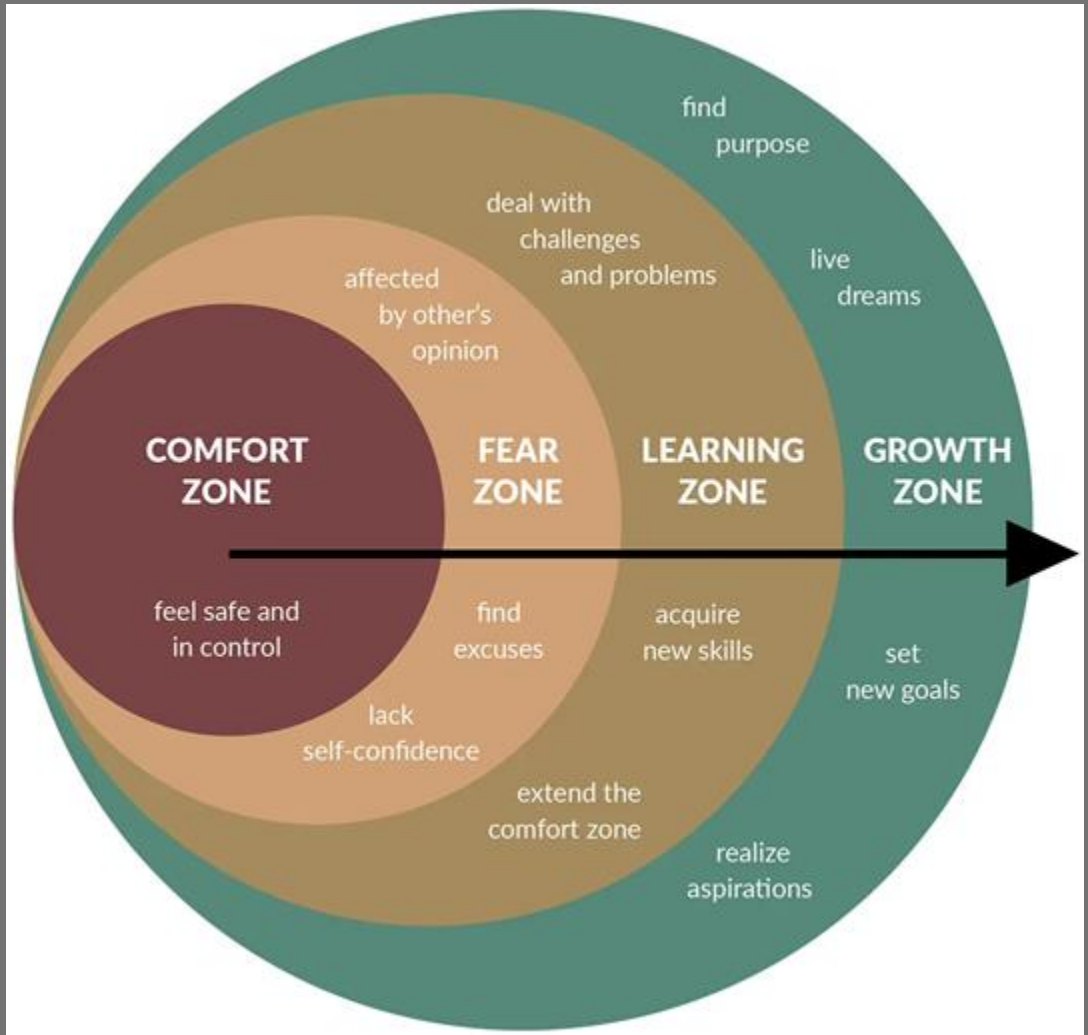
Communion:

The sharing or exchanging of intimate thoughts or feelings, especially when the exchange is on a mental or spiritual level.

Behaviors, Norms & Mindsets for Navigating Change

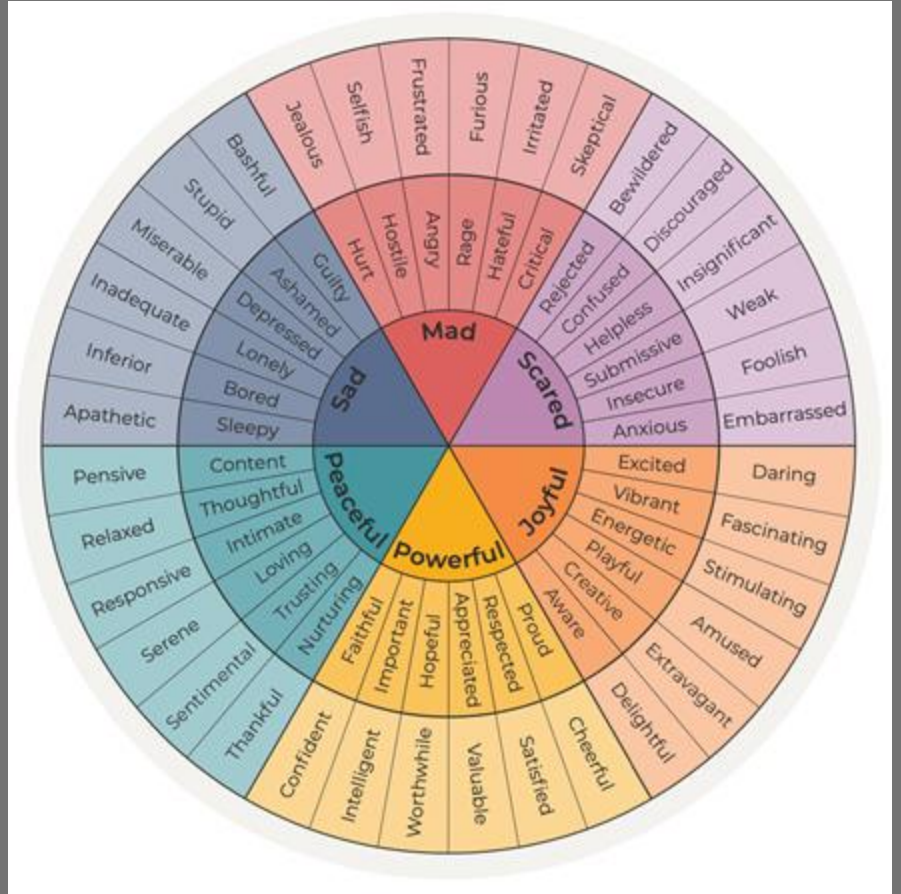
Assume a humble growth mindset.

We all have something to learn. Growing and changing may get uncomfortable. It's OK—keep going.



Identify, name, and share your feelings.

Get precise. Be vulnerable. Be honest.



Identity, positionality, and power matter in every context.

Learn how yours impacts what you say, do, and believe. Your intent may differ from your impact on other people.



**Seek to gain
different
perspectives
you might be
missing.**

Just like how biodiversity makes an ecosystem stronger— seeking a diversity of perspectives makes our work stronger.



THE LONGER YOU SWIM
IN A CULTURE, THE MORE
INVISIBLE IT BECOMES

Keep
nourishment,
joy, and
relationships
at the center.

*Give moral support. Receive
moral support. Be authentically
you.*

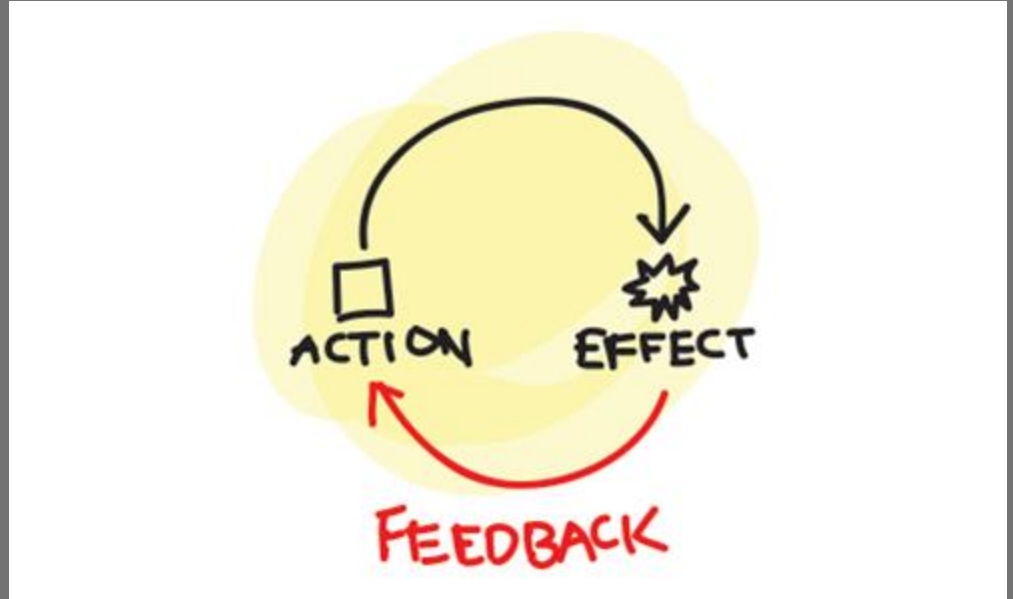


**Experiment,
take risks, and
be willing to
fail.**

You'll never know if you don't try.



Normalize and embrace giving and receiving feedback as a generative gift.

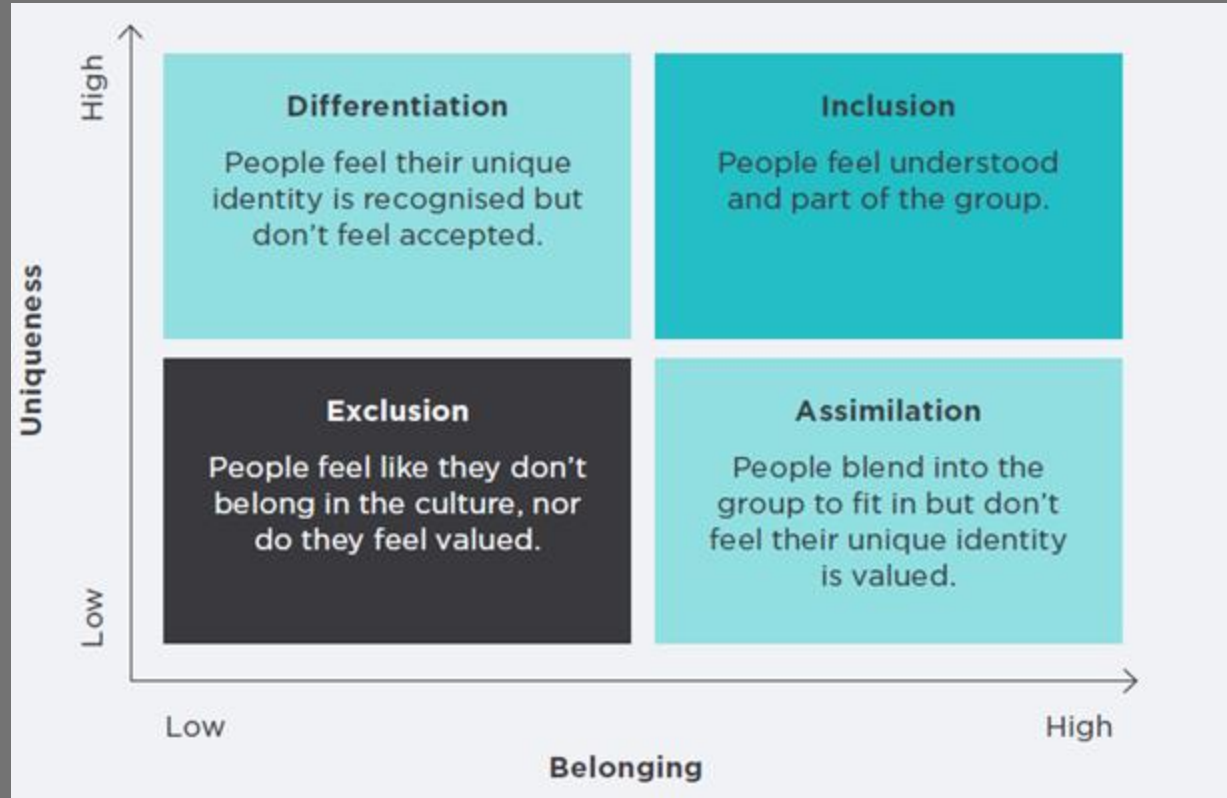


Avoiding conflict means we miss the opportunity for the exchange of information that could be transformational.

Everyone wants to belong; be a bridge.

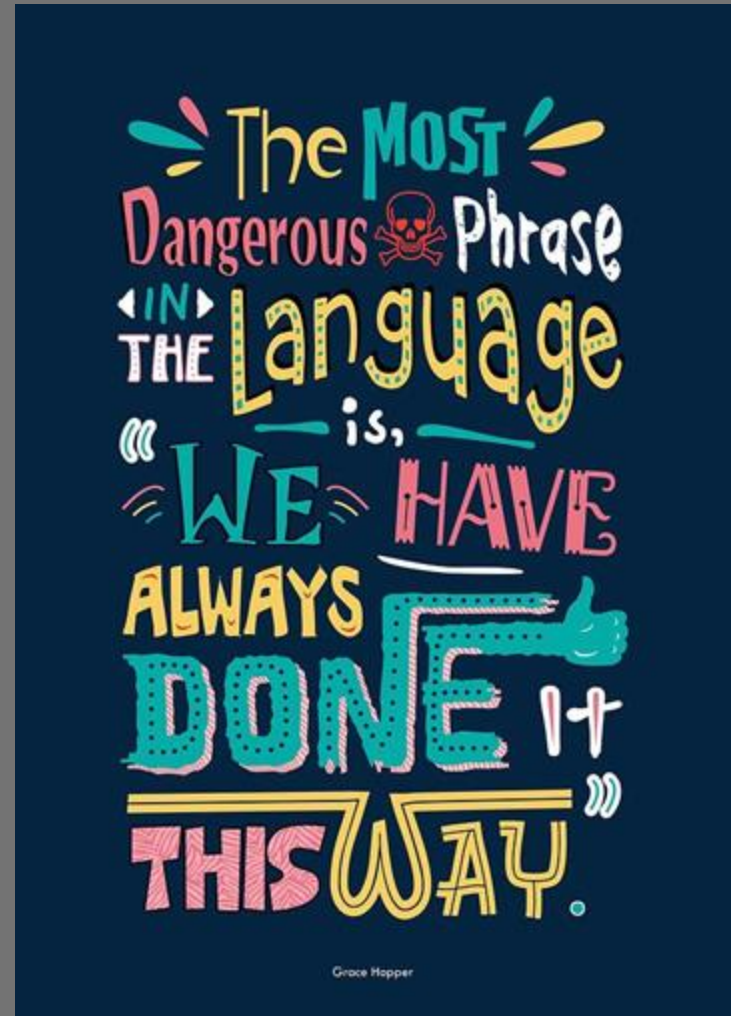
Bonding is connecting with people like you.

Bridging is making an effort to connect with people who are different from you.



Be open to new
ways of doing,
and different
ways of
knowing.

*Seems obvious, but it can be harder than
it sounds. It's OK— keep going!*



We are all leaders.

	Leadership of	Self	People	Organizations	Systems
Leadership at	Individual <i>Awareness and knowledge</i>	Active Learning	Conscious Communication	Dynamic Problem Solving	Systems Thinking
	Interpersonal <i>Mindsets and behaviors with others</i>	Emotional Agility	Building Relationships	Collaborative Decision Making	Innovative Approach
	Institutional <i>Skills, practices, and policies</i>	Intentionally Adapting	Fostering Inclusive Environment	Developing Shared Vision	Aligning Values
	Ideological <i>Beliefs and norms</i>	Sense of Identity	Lifting Voices	Navigating Multiple Perspectives	Reimagining the Sector

Leadership is assuming an intent of bringing out the best in those around you.

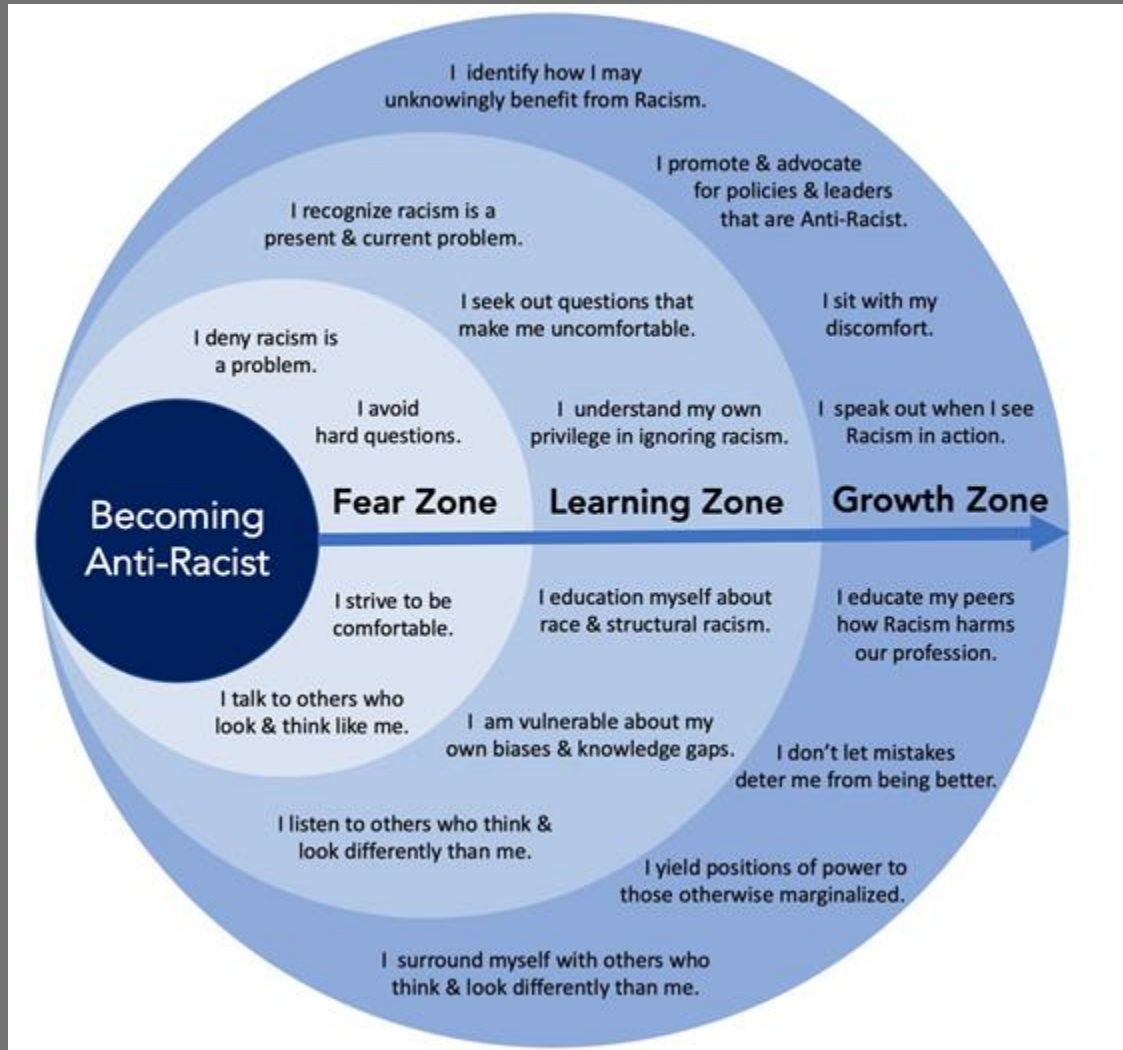
Co-create, use, and regularly revisit your Working Agreement*.

- Mute your microphone (until you're about to speak)
- Share ideas, ask questions, & contribute to discussions
- Use the chat box respectfully (or else we'll have to disable it)
- Normalize asking yourself: WAIT? (Why Am / Aren't I Talking?)
- "Share the air" OR "step up/step up"
- Listen attentively, no interrupting
- Attack the problem, not the person
- Recognize that your intent may differ from your impact
- Use "I" statements (tell your own story)
- What's said here stays here; what's learned here leaves here..

**Sometimes called a "Community
Norms Agreement"*

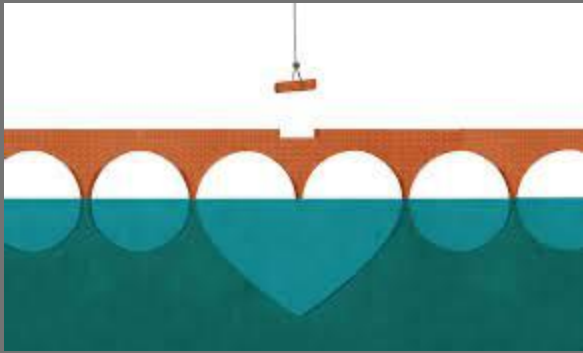
Assume a lifelong anti- racist* journey.

**Yes, we all hold racist ideas.
Even you. Even me.*



Generative Questions for Pausing, Learning & Growing

- What new approaches are we experimenting with in our work?
- How are we treating one another, and ourselves, in our day-to-day work?
- What patterns are we noticing as we reflect on our work?
- How is power being held among those in leadership? Is it being misused? Shared?
- Is love present in our work? Where are we seeing it? Where is it missing?
- What behaviors and narratives need to shift, and why?
- How are we being called upon to show up differently so that we can facilitate those shifts and step into new paradigms?



Bridging is so important because **only bridging can heal a world of breaking**, which is the dominant practice and discourse today.

Breaking not only feeds off broad-scale social changes and polarization, it also propels them.

By imagining together, we can use bridges to hear the other and help construct a larger more inclusive “we” where no group dominates or is left out.

– john a. powell



Thank you!