WELCOME

Equitable Systems Collaborative: Tools for the Journey

Rosalva M Hernandez and Rinal Ray
Our time together

- Welcome
- The Birthing of a Toolkit
- Activity: Reflection
- Check Out
For Changemakers

The tools and frameworks we are creating are for anyone seeking to create equitable systems.
Community Engagement for Equitable Systems Change
CORE GROUP MEMBERS

Angie Brown
Nexus Community Partners

Antonia Apolinario Wilcoxon
Equity Strategies, LLC

Kirsten Johnson
Courageous Change Collective

Nicole Juan
MN Department of Human Services

Susanna Morales
Nexus Community Partners

Rosalva Hernandez
Future Services Institute

Sindy Morales Garcia
Courageous Change Collective

Rinal Ray
People Serving People

Anne Jin Soo Preston
Evaluation Partner
Sahng Sahng LLC
OUR PURPOSE

- bridge the divide between systems and the communities they serve
- change how systems operate
- equip systems to advance racial equity
Constellation of Tools + Galaxy of Values

Our Emerging Constellation

- Embodiment
  - Interconnection Venn Diagram – You are the system, and the system is you
  - White Supremacy Culture – Systems Lens

- Decolonizing
  - Interconnection Venn Diagram – You are the system, and the system is you
  - White Supremacy Culture – Systems Lens

- Relationships
  - Rituals and Reflection for Letting Go
  - White Supremacy Culture – Systems Lens

- Joy
  - Cultivating Joy in Collaborations

- Reflection
  - Reflection toolkit
  - Storytelling: Where we first learned to collaborate

- Self-awareness
  - Me & White Supremacy – Systems Level Reflection
  - Case Studies on Centering Relationships & Solidarity

- Collaboration Skill Building
  - What do we mean by radical love?

- Letting Go
  - Individualism to Solidarity Continuum Tool

- Systems that shape us
  - Interconnection Venn Diagram – You are the system, and the system is you
  - White Supremacy Culture – Systems Lens

- Embodiment
Reflection: Core Value & Ongoing Challenge
Rewards, Benefits & Impacts of Reflection

- Quality of decision-making is improved by considering more options at greater depth
- Greater understanding of the context and complexity of the issue
- Our individual and collective thinking is more holistic and grounded
- Reflection is often healing, allowing us to name feelings and share stories
- Our mindsets and worldviews are expanded
Reflection Toolkit

SELF REFLECTION

GROUP REFLECTION

SYSTEMS REFLECTION
What does reflection look like in practice?
Reflecting on Power, Interconnectedness & Self
Guided Reflection
Select your worksheet/visual

- 5 minutes individual reflection/notes
- 10 minutes pair/share
- 10 min full group share back
When I look at my life, searching it for a blueprint that aided me in the process of decolonization, of personal and political self-recovery, I know that it was learning the truth about how systems of domination operate that helped, learning to look both inward and outward with a critical eye. Awareness is central to the process of love as the practice of freedom.

—bell hooks