



How to Begin Equity Work in Your Organization with Little or No Money

Staff who are not in leadership positions sometimes ask how they can initiate discussions about racial equity. Sometimes, organization's leaders say they want to but don't have any funds. You don't have to be the boss or spend a lot of money to illustrate your commitment to beginning this important work. There are many free or low cost resources out there. Below are some suggestions and an activity we did ourselves with the NC Center's board of directors.

Step 1: Find at least one other person within your organization that's excited about equity work to partner with you to advocate for group work – there's power in numbers.

Step 2: Create group guidelines before deep discussions or activities. In their [Guide for Setting Ground Rules](#), Equity Literacy Institute and EDChange share the importance of creating group guidelines or ground rules when having courageous conversations.

Step 3: Select one or a few resources below and carve out some time during your next staff/board meeting to dive in as a group.

The North Carolina Center for Nonprofits' [Information Central](#) offers resources, articles, and templates on equity, diversity and inclusion. You can filter by topic (Information Central is available to current Center Members.)

See archived recordings from the North Carolina Center for Nonprofits' [2018 Walking the Talk Webinar Series](#), including:

- [Walking the Talk: Equity, Diversity, and Inclusion in North Carolina Nonprofits](#)
- [Walking the Talk: Impact > Intention: Understanding Implicit Bias](#)
- [Walking the Talk: Are We Confronting the Racial Leadership Gap?](#)
- [Walking the Talk: Moving from Ally to Accomplice: Supporting LGBTQIA Members of Your Organization](#)

Staff Activity: Organize a viewing party and discussion. Following the webinar, ask people to pair up. Take 3 minutes each (6 minutes total) for each person to answer these questions: What stood out for you in the webinar? What do you want to know more about? Encourage people to listen deeply to each other. Gather back into the full group and invite people to share if they want to, then have a full group discussion.

[How Microaggressions Are like Mosquito Bites](#) is a video about incessant microaggressions (Note: it includes curse words, in context, so you may want to advise your staff/board before the video begins.)

[Dismantling Racism Works](#) provides a resource library of toolkits, books, videos, and articles. Within the library, PBS's ["Race: The Power of An Illusion"](#) offers helpful tools for group activities and discussion.

[The Myth of Race, Debunked in Three Minutes](#) is a short video about the history of the race construct and racism. Use the discussion guide below to initiate conversation with your staff/board after watching the video together.

Equity Activity for Staff/Board Meeting

| TIME | TOPIC/FOCUS | LEADER'S NAME | HANDOUTS/SUPPLIES/NOTES |
|------------|--|---------------|---|
| 10 minutes | <p>The Myth of Race, Debunked in Three Minutes Watch the video. Ask the group to share their thoughts on what they just saw. Did anyone learn something new?</p> | | Video: https://youtu.be/VnfKgffCZ7U |
| 20 minutes | <p>Pair Share/Turn and Talk Activity <u>Framing/Set-up:</u></p> <ul style="list-style-type: none"> - This activity is the start of our own work/growth around race and creating a race equity culture - It is meant to strengthen our ability to talk about race and share our own personal narratives - You will be given two personal prompt questions and 5 minutes for each person to share. As these are personal questions, please do take care of yourself and go only as deep as you feel prepared to go with your partner <p>Prompt 1: How do you identify racially/ethnically? Prompt 2: When and how did you become aware of your racial identity(ies)?</p> <p>Set a 5-minute timer when the activity begins and keep time for the group.</p> | | OpenSource Leadership Strategies' definitions of equity, diversity, and inclusion |
| 15 minutes | <p>Quick Debrief of Activity <u>Possible Questions:</u></p> <ul style="list-style-type: none"> - Is there anything you want to share from your conversation (your observations or own personal reflections, not that of your partner unless you have their permission to share their story or feelings)? - Was it hard to have this conversation? Why or why not? - What keeps us from having conversations about race? - Why is it important for us as the board of directors to be comfortable having conversations about race? | | |

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