Doing the Work: Practical Equity-Centered Change Projects by Real Cultural Agents

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FEATURING:

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THE EQUITY-CENTERED PROJECTS

• Quick launch project
• Change project
• Transformation project
CCBD EQUITY-CENTERED FRAMEWORK

Part I: The Four “Pieces” of Equity-Centered Cultures

Part II: Equity-Centered Change Pipeline

Part III: Equity-Centered Change Cycles
THE FOUR “PIECES” OF EQUITY-CENTERED CULTURES
(Conduct “Mini” Audits)

Place (physical space and “sense of place”)

Process (The way we work? Policies, processes, practices, etc.)

People (Leaders, managers, staff, clients, etc.)

Power (accountability, influence, authority, decision-making structures)
EQUITY-CENTERED CHANGE CYCLES

CYCLE 1: VALUES
CYCLE 2: BELIEFS
CYCLE 3: DATA
CYCLE 4: SYSTEMS
CYCLE 5: RESOURCES
CYCLE 6: CHANGE
30-day “Small Steps, Big Change” Action Planner

Small Steps, Big Change!