EAP FAQ Table of Contents

- What is the Equity Action Project (EAP)? ........................................................................................................ 2
- What does the program look like for my organization? What is the commitment? ........................................ 2
- Cost .................................................................................................................................................................. 3
- Are there scholarships available? .................................................................................................................. 3
- Difference between the education training sessions and dialogue sessions ................................................. 3
- Other benefits of the EAP ................................................................................................................................. 4
- What does the EAP Alumni Network offer? ........................................................................................................ 4
- When are the next cohorts scheduled? ............................................................................................................... 4
- How do I express interest in participating? ....................................................................................................... 4
- Who are the experts? ........................................................................................................................................ 5
- Organization eligibility ...................................................................................................................................... 5
- Geographic eligibility .......................................................................................................................................... 5
- Who should participate from my organization? ................................................................................................ 5
- Is this designed for White people, people of color, or both? ............................................................................. 5
- Who puts the cohorts together? Can I put my own cohort together? ............................................................... 6
- What if I can’t make every session? ................................................................................................................ 6
- Can I participate as an individual without my organization? ........................................................................... 6
- History of the EAP .......................................................................................................................................... 6
- How many organizations and individuals have gone through this training? ................................................... 6
- Organizations that have participated thus far ................................................................................................ 7
- Feedback from past participants ..................................................................................................................... 7
- Examples of participant equity action projects or plans .................................................................................. 7
- How do I introduce this opportunity to my team? ............................................................................................ 8
- Why are DEI and anti-racism trainings important? ............................................................................................ 8
- What can I gain from this training personally? .................................................................................................. 8

Want to join the next cohort?

Fill out the application form here!
Or contact Bryan Alvarez-Terrazas, Project Manager of the Equity Action Project:

bryan@manaus.org
1. What is the Equity Action Project (EAP)?

The EAP is a 7-week collaborative training whose mission is to create a community of organizations and individuals that work collectively to dismantle oppressive systems, and to forge a region that is better prepared to include and empower diverse leadership. Cohorts are created that include up to five organizations to participate in the training together. Each cohort is composed of a total of 20 participants, and participation by the executive director or CEO of each organization is required. Participants meet twice weekly with the anti-racism and race equity and inclusion (REI) facilitators from Full Circle Strategies for content training sessions and dialogue sessions where participants discuss the content together. Content covered includes a brief history of racism in the US, implicit bias, a power analysis, and racial justice advocacy. In the end, the EAP aims to improve knowledge around DEI practices, support organizations with developing culturally-relevant services informed by cultural humility, assist with the diversification of positions of leadership, and empower community members to advocate for anti-racism and social justice in all situations of their lives.

We welcome new applicants, so If you would like to be considered for future cohorts, please have the organization’s executive director or CEO fill out this form. Manaus’ EAP Project Manager, Bryan Alvarez-Terrazas, is also happy to schedule a conversation with you regarding the program. You can reach him here: bryan@manaus.org

2. What does the program look like for my organization? What is the commitment per person and per organization?

Each cohort consists of 20 individuals from 4-5 organizations, so each organization is asked to commit 4-5 interested individuals (a board member, the executive director or CEO, upper level management and staff or equivalent). Organizations should support their participants’ efforts during the cohort as well as afterwards as they work to make their workplace and their community more equitable for all. Participation by the executive director or CEO is required.

Participants are asked to commit 21-hours over a 7-week period to this training. Each week consists of 3 hours worth of virtual meetings that are split between two days. The first session of the week is a 2-hour education training session and the second day is a 1-hour dialogue session. The interactive sessions are held via Zoom and facilitated by an expert team of REI experts from Full Circle Strategies. Virtual meetings will be used moving forward to minimize COVID-19 exposure.

Participants also have an additional 7 hours (1 hour/week) of accompanying coursework to further explore the topics covered and deepen the experience.
Resources include articles, blogs, and videos. Although completion of the coursework is not required, it is highly recommended.

Finally, organizations are expected to split the total cost of the program, which is $55,000.

By the end of the program, participants will receive support and guidance from the anti-racism experts to synthesize their learning to develop an equity action plan that will identify next steps to implement equity practices within their organization.

3. **What is the cost and what does it include?**

   The total cost of the project is $55,000 per cohort, which includes all operational, personnel, and administrative costs associated with designing and delivering the program. This includes the external REI expert organization and their facilitators. This comes down to $11,000 in a cohort of 5 organizations. Manaus is consistently seeking funding to underwrite the cost of the program so as to off-set this cost to the participants.

4. **Are there scholarships available? How can we fund this?**

   In a sense, yes! Manaus’ EAP Project Manager, Bryan Alvarez-Terrazas, is available to explore partnerships with prospective participants in order to search and apply for grant opportunities and to develop a payment plan.

5. **What is the difference between the education training sessions and the dialogue sessions?**

   The training sessions help participants to build a shared language and understanding. Training sessions generally consist of deep dives into content presented by the facilitators that take into consideration people's lived experiences and varying knowledge about race equity while creating a learning environment where individuals can better understand the short and long term impacts of racism.

   Following each training session, participants engage in a dialogue session that is intended to promote the use of authentic dialogue and allow space for individuals to share and process their unique experiences in relation to the content covered. Dialogue sessions consist of facilitated conversations held between participants with facilitators present. Dialogue sessions are split into affinity groups (by racial and ethnic identities), given that there is work for White people and people of color to do separately when it comes to anti-racism. This model helps to minimize harm that may be done when having difficult conversations, while promoting
6. **Aside from the training, what other benefits does the EAP offer?**

Aside from the 7-week training itself, participants will have the opportunity to connect with other individuals and organizations that are committed to REI and anti-racism work in the Roaring Fork and Colorado River Valley region. This growing network supports the longevity, engagement and impact of this work, and allows for collaboration across and within sectors. Further, the cohort model is designed to support participants with developing an equity action plan while reducing the total cost that individual organizations would pay if they were to hire DEI consultants on their own. The shared space creates an opportunity for shared language and knowledge in the region, and the EAP Alumni Network offers continued support and programming beyond the 7-week training.

7. **What does the EAP Alumni Network offer?**

Upon completion of the program, participants are offered membership into the Equity Action Project’s Alumni Network, which provides continued educational resources, guest speakers, connection-building, and project-based support for the organizations’ equity and anti-racism path. The EAP Alumni Network meets once a month and will typically cover topics not included in the 7-week program. That said, the Alumni Network focuses on topics that alumni identify as priorities. The meetings alternate between in-person and virtual.

8. **When are the next cohorts scheduled?**

Cohort 3 is scheduled to begin August 2021 and Cohort 4 is scheduled to begin October 2021. Spaces are still available for Cohort 4, so please fill out this application if you are interested in joining. Please also fill out the application if you would like to be considered for one of our four planned 2022 cohorts.

9. **How do I express interest in participating?**

We welcome new applications! Please have the executive director or CEO of the organization fill out this application form. Bryan is also happy to have conversations with you about the program and answer any questions. You can reach him here: bryan@manaus.org.

After you submit your application, you can expect to hear back from Bryan within a week of your submission date to discuss your organization’s participation.
10. Who are the experts? What are their qualifications?

Experts from Full Circle Strategies have partnered with Manaus to offer the Equity Action Project training. The anti-racism and equity facilitators provide our training, supporting community leaders across the region who are committed to centering anti-racism approaches and decision making within their work. The organization includes facilitators and strategists who bring 50+ years of combined experience in race equity, organizational change, racial justice advocacy, and social-emotional learning and support. Their qualifications include but are not limited to: Ph.D.s and LMSWs in social work, Masters in public health and MPAs. Additionally, their storied careers and life paths have provided them with lived experiences that benefit the students of the cohorts.

11. What types of organizations are eligible to participate in the training?

This training is open to all organizations, including nonprofits, government institutions, private businesses, schools, and others.

12. Is there a geographic requirement to participate in this project?

The EAP is offered primarily to organizations based in or providing services within the Roaring Fork and Colorado River Valley region. However, we are open to the possibility of creating a cohort for organizations that exist outside of this region.

13. Who should participate from my organization?

This training is primarily designed for organizational decision-makers such as executive directors, board members, and senior level staff. Participation by the executive director or CEO is required.

14. Is this designed for White people, people of color, or both?

This training is primarily designed for White participants given that these participants play a unique role when it comes to anti-racism work. However, this training is open to all participants. With the guidance of our facilitators, we’ve developed a protocol for affinity groups, taking into consideration both the power dynamics of the groups as well as the ethnic, linguistic and racial makeup of the participants.
15. Who puts the cohorts together? Can I put my own cohort together?

Prospective participants are welcome to develop their own cohort of up to 5 different organizations with no more than 20 individuals. Bryan can also pair prospective organizations together to create a cohort.

16. What if I can’t make every session?

We understand that not every participant will be able to attend all sessions, but we expect active participation from every organization and participant. This should be considered when selecting team members to join.

17. Can I participate as an individual if my organization cannot commit to the training?

At this point, we are only open to teams of individuals from participating organizations. However, we plan to open this up for future opportunities, and ask that you reach out to the Project Manager for more information. There are currently multiple organizations and individuals in Colorado offering individual anti-racism and equity work, including Building Bridges and Roaring Fork Show Up.

18. Where did this program come from? Why did Manaus develop the EAP?

Manaus is a social justice nonprofit that creates collaborative and sustainable solutions by connecting experts, leaders and the community in an inclusive way that allows for authentic and meaningful connections and problem solving. Manaus’ team began developing the Equity Action Project (EAP) in May 2020 and launched the project in January 2021. The EAP was designed in response to the injustices that the COVID-19 pandemic illuminated along with the racial justice movement of 2020. The project is designed to be an innovative capacity-building and peer-support program that also seeks to address the scarcity of DEI and anti-racism trainings offered in the Roaring Fork and Colorado River Valley region.

19. How many organizations and individuals have gone through this training?

As of July 2021, two cohorts have completed this training comprising 41 individuals from 11 organizations serving the Roaring Fork and Colorado River Valleys.
20. Which organizations have gone through this training?

Thus far, two Cohorts have completed the training which includes individuals from the following organizations: Aspen Youth Center, Buddy Program, Family Resource Center of the Roaring Fork School District, Family Visitor Programs, Food Bank of the Rockies, LIFT-UP, Literacy Outreach, Manaus, Mountain Family Health Centers, Response, and Stepping Stones.

21. What are past participants saying about this training?

When asked how the EAP impacted their organizational efforts, Ross Brooks, CEO of Mountain Family Health Centers, a Cohort 1 Participant, had this to say: “The Equity Action Project (EAP) experience opened our hearts and minds towards understanding the roots of systemic racism in our nation, state, businesses, and local communities. Learning with other nonprofit leaders and organizations validated that we are not alone in our struggles, nor in our aspirations, in supporting a more racially and ethnically just community. The EAP experience gave us the tools to take action locally, and we’re putting our learnings into action at Mountain Family Health Centers.”

After the 1st Cohort, one participant that filled out an anonymous survey left the following note: “Thank you for providing this opportunity. I hope that other organizations in our valley are able to attend. We all need this type of education in order to make an impact in equity and diversity within our communities.”

After the 2nd Cohort, one participant that filled out an anonymous survey left the following note: “I expect us to make students more central to our operations - actions will include: creating a bilingual website, translating all print materials to Spanish, creating and giving student satisfaction surveys, and more.”

22. What are some examples of equity action projects or plans?

Organizations that participated in the first two cohorts identified a range of equity action projects or plans. These included: developing a bilingual website; creating equity benchmarks under each of their strategic plan pillars; creating a multi-year plan for power restructuring and active investment in staff of color, particularly for those raised in the region; incorporating DEI and anti-racism conversations into every staff meeting; and setting board, staff and volunteer diversification goals.
Other questions

1. How do I introduce this opportunity to my team?

   Bryan is happy to have an introductory conversation with the team members of your organization to cover the design of the project and to answer any questions. Here is an article if you would like helpful tips for beginning DEI conversations at your organization.

2. Why are DEI and anti-racism trainings important?

   There are clear benefits to embracing DEI practices for organizations. Forbes lists 15 key benefits to organizations who incorporate DEI practices into their workplace, citing increased innovation, a greater sense of belonging and retention of employees, and more.

   The EAP’s mission is to create a community of organizations and individuals that work collectively to dismantle oppressive systems, and to forge a region that is better prepared to include and empower diverse leadership. This will lead to better and more culturally-relevant service delivery to the community, more representation and diverse voices in positions of leadership, and more equitable access to opportunities for all. Supporting each organization’s journey towards dismantling oppressive systems and becoming more equitable will benefit both the organization and community for years to come.

3. What can I gain from this training personally?

   DEI practices and anti-racism begins at the individual level. An organization’s ability to engage in DEI and anti-racism work depends on the collective knowledge and capacity of each individual.

   An anonymous EAP participant stated the following about the impact that the EAP training had on them personally: “I want to be extra mindful of my implicit biases and how they impact my behavior and understanding of others.” Being anti-racist is believing that racism is everyone’s problem, and we all have a role to play in stopping it. Participating in this training will help to identify areas of strength and areas for growth to help oneself fight for a more equitable future for all community members.