COLLECTIVE+MIND

Welcome to Networks in Action!
We believe in the power of networks to foster collective action. We understand the unique struggles that networks face and the specialized approaches and strategies necessary for networks to be effective.

Our goal is to help you and your network be better equipped to create impact.
Welcome! Please check in...

<table>
<thead>
<tr>
<th>Name</th>
<th>Network/ Organization</th>
<th>Where in the world are you today?</th>
<th>How are you feeling today?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Anthony Johnson</td>
<td>Nashville Public Health Department</td>
<td>Nashville, TN</td>
<td>Sad (A colleague’s son recently died)</td>
</tr>
<tr>
<td>Sonia Dhawan</td>
<td>Digitunity</td>
<td>Baltimore, MD</td>
<td>Ready to engage :)</td>
</tr>
<tr>
<td>Kat Daiss</td>
<td>No Means No Worldwide</td>
<td>Oakland</td>
<td>Tired now, but interested!</td>
</tr>
<tr>
<td>Sabira De Piero</td>
<td>Media Impact Funders</td>
<td>New Hope, PA</td>
<td>So tired - I have a 2 yr old who doesn’t sleep -but happy to be with you all today! :D</td>
</tr>
<tr>
<td>Jennifer Mariano</td>
<td>Community Health Partnership</td>
<td>Colorado Springs, CO</td>
<td>Zoom fatigue this week!</td>
</tr>
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<tr>
<td>Aimee Fenech</td>
<td>Eco Hacker Farm / Minimum Viable Academy / Permaculture CoLab</td>
<td>Spain</td>
<td>A little tired</td>
</tr>
<tr>
<td>Motunrayo Fagbayi</td>
<td>Malala Fund</td>
<td>London</td>
<td>Expectant</td>
</tr>
<tr>
<td>Carissa Beatty</td>
<td>Emory Centers for Public Health Training and Technical Assistance / Emory University</td>
<td>Atlanta, GA</td>
<td>Overwhelmed.. But also curious</td>
</tr>
<tr>
<td>Marta Kanarkiewicz</td>
<td>MitOst</td>
<td>Berlin, Germany</td>
<td>Overwhelmed with information and inputs for the day</td>
</tr>
<tr>
<td>Hajra Daly</td>
<td>Refugee Trauma Initiative</td>
<td>London, UK</td>
<td>Feeling good</td>
</tr>
</tbody>
</table>
Agenda for today

- Welcome and check-in
- Setting the scene (brief presentation)
- What?: Definitions (short breakouts)
- So what?: Implications (slightly longer breakouts)
- Now what?: Full group identification of key takeaways
- Closing
Equity: What? (Defining “equity”)

**Justice**
Ensuring fairness
Just, fair, equal inclusion of all regardless of identity
Recognizing we don’t all start from the same place and making adjustments to address imbalances and eliminate disparities
Strategies to promote fairness in policies and programs
Provide a level playing field
Creating an environment in which everyone has a fair chance
Creating entry points for all
Equity: What? (Defining “equity”)

Access
Equal, same opportunities
Opportunity, access, and ability to participate are provided to every person regardless of the level of their needs
Having the ability to access and make use of resources people need to thrive
Fair distribution of resources, opportunities, and support
Everyone has what they need to thrive and outcomes aren’t predictable by identity markers
Recognition that certain communities have historically been overserved due to systemic advantages and access and others underserved
Equity: What? (Defining “equity”)

**Respecting and meeting differences**

The needs of all are met on their terms and based on their individual needs.
Being mindful of each person’s individual experience and circumstances.
Not treating everyone, or all communities, identically.
Individuals of varying identities fairly participate in communities and access systems in proportion to their needs.
Identities do not predict outcomes or the ability to reach our full potential.
Equity: So what? (What does equity mean for our networks?)

**Participation in our network**

Everyone has a seat at the table. Everyone has a voice and is heard
Everyone has a voice - and those affected have a louder voice
Different people and organizations express different levels of engagement at different times
Equality of access
Creating spaces for all voices to be heard and represented in the network’s objectives, activities, functions, and decision making processes
Ensuring diversity at all levels (individual, organizational, community)
Ensuring that everyone feels respected
Ensure that groups/communities are not at a disadvantage due to lack of resources and connections

**Collaborative processes**

Making community spaces accessible to whoever needs them
We are flexible to create conditions to provide opportunities, access, and abilities to participate
Equity: So what? (What does equity mean for our networks?)

The way our network works

Clearly articulating and living our values
Integrating identities and access as formation and implementation of shared values and mission
  Moving from empathy to awareness
  Everyone is welcomed and recognized
  Bolster culturally and geographic diversity
  Everyone leads
Support needs to show up in all facets of the work from decision making, leadership, access to info, etc.
  Power flows all ways
  Liberative power sharing and decision making
  Everyone can find something that they need to grow
Equity: So what? (What does equity mean for our networks?)

The work of our network

Commitment to using an equity lens in programming

Playing an active role in the removal and transformation of oppressive systems

Working intersectionally to address the structural determinants of equity/inequity

Sharing resources, making sure all have access to resources they deserve
Equity: Now what? (Our equity-related challenges)

How do we...

Integrate equity into all levels of network development (design, participants, leadership)
More actively recognize and address power imbalances even when unintentional, and how this impacts how we work together
Leverage experts already in the network to advance our equity work within and out
Make room for new/emerging leaders
Acknowledge and address individual needs while still serving the needs of the collective group
Foster equitable member engagement (with a diverse, dispersed membership who speaks multiple languages)
Ensure equity in access to information to increase learning
Address power structures related to money/budgets, governance, formal leadership roles
Equity: Now what? (Our equity-related challenges)

How do we... (continued)

Engage more diverse (non-White) colleagues, find the voices to include
See our blind spots
Articulate our commitments to equity in foundational documents that make them actionable
Determine shared understandings and language around equity with network members and partners
Address root causes, not just focus on solutions
Allocate work and develop processes that are sustainable and respect different capacities and roles
Recognize contributions from active members while encouraging less-active ones to see that their perspectives are valued and needed too
Align values and funding, working within funding constraints
Find the right communications methods and mechanisms
Balance the need for financial contributions from members with the need to include those that can’t afford to pay
Questions? Reflections?
**Equity: What? (Defining “equity”)**

- Room 3: Can’t define equity without considering historical perspective
- Room 3: Equity as a word with multiple meanings one of which is related to financial use for value (implying money) but used differently in modern community set ups
- Room 3: Outcomes (financial, education, health, etc) are not predictable by race, gender, sexual orientation, etc - this must be written into the architecture of our society

-Room 4 - Katherine, Jennifer, Sabira: Speaking to level of need (fence analogy) - spans all types of identities
Equity: So what? (What does equity mean for our networks?)

Room 4: not make this equal but equitable (low bandwidth, pushing people up / diversity stipends / mentorship pairing)
A level of shame around identifying or outing self as marginalized by applying for a stipend or financial support
Too burdensome process, before app process understanding the issues
Encouraging mutual aid as being normal business as usual rather than an exceptional help

Room 3: Representation!
Representing the smaller players, not just the big players - lived experience
Ensuring the best representation among membership that is broad/national
The network itself should be the leader - active intentions for inclusion (we don’t know better just because of where we are)

Room 5: Recognize that no one can think of every existing marginalization. Develop process for when a person is wronged or harmed, we are able to respond and improve
Equity: Now what? (How do we move forward?)
How did this go?

Please take our very brief feedback survey - thank you!
Upcoming Opportunities

Networks 101 - February 23rd at 8am US ET
● Learn about what networks need to be effective and impactful

Network Management 101 - March 9th at 1pm US ET
● Join us to learn about and discuss effective network management practices and skills

Community Conversation – March 16th or 23rd TBD
● Topic TBD

Interested in serving on the panel of a Community Conversation?
Check out upcoming topics and let us know!

Check out our current professional development opportunities through Collective Mind Academy and watch our weekly newsletter for new content and opportunities!