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**United Way of Story County**

Advancing Equity with Iowa Afterschool Alliance

“Building Connections by Understanding Equity, Empathy, and Inclusion”

**Session Time and Date: 3/30/21, 12:00 pm – 2:00 pm**

\*Team discussed launching a series, this would be part of the series

\*Breaks would be worked in during the session

**Description:** Participants will establish a foundation of learning about equity principles by exploring their personal “why”, develop a common understanding of frequently used terms, define and unpack the four areas of change necessary for equity, and begin action planning for future internal practices to support teams and better serve youth.

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| **Goal: Introduction of the session & identifying internal motivator for the work** | |
| Introduction to me  Overview of the agenda  Icebreaker & container building on [www.menti.com](http://www.menti.com) with code **8009 4250** | 15 min.  12:00 – 12:15 |
| **Goal: Introduction of the session, identifying internal motivator for the work, building the foundation for the session** | |
| Uncover your “why”   * “Why” video – approx. 4 min * Reflection * Cycle of dysfunction and inaction with equity and systems change – what we need to be able to push through it * Personal stories – my narrative and others | 15 min.  12:15 – 12:30 |
| **Goal: “Words Matter”, Ground the team common language and state level work related to children** | |
| * Equity vs equality * Understanding the term “Privilege”   + Courageous Conversations Exercise “Understanding Privilege”, Part 1 only   + Link in chat: <https://drive.google.com/file/d/1ST289e3JAfdCRGGv7b7l_XFJZNhQBYnd/view?usp=sharing> | 20 min  12:30 – 12:50 |
| **Goal: The relationship between identity, empathy, and inclusion – concepts that can be carried forward** | |
| * **Identity Wheel exercise – done with breakout rooms**   + (12:55 – 1) self-identify groups   + (1:00 – 1:15) in small groups with linked doc     - [shared doc](https://docs.google.com/document/d/1Qin0TLJywi_XbTl1mrLVYf76u6knHZCWmtAT8IgIjck/edit?usp=sharing)   + (1:15 – 1:25) large group | 35 min.  12:50 – 1:25 |
| **Goal: 4 Levels of Change is a framework to support using equity throughout the system and converting concept into action** | |
| Overview of the 4 levels of change:  Personal, Interpersonal, Institutional, Systemic  Clearly defining each with practical examples with a hands-on activity, commitments to what each is willing to do to support change in each area and where people see themselves within each of the 4 parts of the greater whole  Video (Implicit Bias) – 4 min.  Reflect | 25 min.  1:25 – 1:50 |
| **Wrap up and reflection – Valyn Turner video (3 ½ min) 1:50 – 2:00** | |

Total time: approx. 2 hrs