

DEEP EQUITY PRACTITIONERS

"Building Capacity for Liberation"

SUPPORTING A DIVERSE ECOSYSTEM

→ **We work with a range of individuals, organizations, and networks** across the white-dominant-to-social-justice spectrum. We range from "DEI" practitioners, to "Deep Equity" and "Liberation," social justice practitioners, and everyone in between.

→ **We recognize that there are multiple approaches** to engaging with clients/partners. We seek to learn from and with each other about which approaches can be most helpful in advancing liberatory practice and healthy, loving, socially just societies.

→ **We commit to building capacity for a multi-institutional community of accountability** within this diverse ecosystem. We envision an anti-racist network of coconspirators, from all points on the White-Dominant/DEI to Social Justice/Liberation spectrums, supporting systems change for racial liberation.

SIX COMPONENTS OF DEEP EQUITY CAPACITY BUILDING

We share here a framework, developed by Sheryl Petty of Movement Tapestries and Change Elemental, that some on our members use to align their work in the field.

1 Type White Dominant-to-Social Justice Spectrum / 101 → 202 → 303

2 Readiness/Difficulty

Lighter-to-Heavier Lift/ Highly Ready to Less Ready. Readiness/Lift is:

- Openness, receptivity, humility, and being in a "learner stance"
- Pre-existing institutional/network infrastructure
- Degree of understanding the process of change
- Different across the 101 → 202 → 303 spectrum

3 Depth & Intensity of Intervention:

- **Toe-Dip:** Can Be Catalytic or Not
- **Olympic Diving Pool:** Focused on Multiple Aspects of Systems (e.g., HR, leadership, board, program, org culture, etc.)
- **Ocean:** Transformation at Scale; Whole Systems

4 Phase/Year

- **Year/Phase 1:** Early/Just-Beginning/Start-Up
- **Year/Phase 2:** Initial Implementation
- **Year/Phase 3+:** Multi-Year, Deeper Implementation/Deepening Capacity

5 Roles

- Transformation Consultants
- Field Builders
- Researchers
- Trainers
- Policy & Advocacy
- Builders of Capacity Builders
- Organizers
- Funders
- Inner Work Practitioners / Healers
- Artists, Narrative & Cultural Workers

6 Inner Work

Attentiveness to the relationship between Healing, Wellness & Equity-engaged with depth and regularity - to promote:

- Refueling & replenishing
- Channeling & focusing intense emotional energy for **grounding & transformation**
- Synergy and alignment
- **Healing rifts** inside ourselves, our organizations, our networks & at movement levels

THE NETWORK

