

E & T LED DEI SESSIONS

Topic: What is DEI? Introduction || Session Summary:

- As we began our DEI capacity building sessions, it was important for us to start by creating a shared language. In this session, we started to develop a collective understanding of Diversity, Equity, and Inclusion and why it's important at the Loppet

Topic: Identity, Cycle of Socialization || Session Summary:

- We were introduced to Bobbie Harro's Cycle of Socialization as a framework for understanding our social identities and how we play a role in perpetuating cycles of oppression as individuals and as an organization

Topic: Team Building & Education/Consciousness Raising || Session Summary:

- Being able to effectively collaborate is a skill that takes practice. This session helped us understand how to be supportive of each other as we embark on the journey toward building an organization that reflects our values and social commitment

Topic: Community Engagement Prep || Session Summary:

- Community is important to us and central to our mission. We acknowledge that we have to do a better job at engaging with all of our community, including our neighbors in North Minneapolis. In this session, we learned more about the history of North Minneapolis and challenged assumptions. Following the session, we spent time in North Minneapolis inviting community members to our upcoming community celebration

Topic: Community Engagement Reflection & DEI Framework Review || Session Summary:

- We shared about our experiences connecting with the community and getting to know new places in North Minneapolis. We also reviewed our organizational DEI purpose, values and goals and practiced using our voices to communicate these ideas

Topic: White Supremacy Culture Introduction || Session Summary:

- To begin preparing to work towards an inclusive culture, we learned about the concept of white supremacy culture. We formed discussion groups to practice engaging in "challenging" conversations and explored what it means to think critically about whiteness

Topic: Confronting Whiteness || Session Summary:

- We continued learning about the myths and reality of whiteness and white supremacy culture through engaging with articles, videos, images and discussion

Topic: Work Culture - White Dominance to Inclusivity || Session Summary:

- We learned about how white dominant culture informs norms and culture in our workplace and began to reimagine the Loppet's culture using traits of inclusive culture

Topic: Work Culture Pt. 2 || Session Summary:

- We continued to reimagine our organizational culture as we reflected on the different dynamics that appear as a team develops using Bruce Tuckmans' Stages of Team Development

Topic: Cycle of Socialization: Organizational Messaging || Session Summary:

- We revisited the Cycle of Socialization to examine what messages the Loppet sends about various identities and how this might impact community members. We began to think about how we can embed the organization's DEI values in our work and in how we engage with our community

Topic: Looking Back and Moving Forward: The Shift to System Change || Session Summary:

- We spent this session reviewing and reflecting on the content and purpose of the previous sessions in order to prepare us to shift toward system change. We began to identify policies, processes, and procedures that may need to be reviewed or created in order to live out our mission and values

Topic: So...What's the Plan?? || Session Summary:

- In our final session, we discussed the Loppet's current DEI implementation strategy and were introduced to a project planning tool that we will use as we continue to embed our DEI values into the way we operate