*Whether vaccinated or not, if you’re planning to gather with community members, think about what you can do to help keep yourself and your loved ones safe from COVID-19. Washington Department of Health offers the following guidance in a multitude of languages:*

[*https://coronavirus.wa.gov/information-for/you-and-your-family/safer-gatherings*](https://coronavirus.wa.gov/information-for/you-and-your-family/safer-gatherings)

# Purpose of activity:

This exercise is designed to help you have a conversation about how your community’s racial dynamics may be impacting your work as organizers. It will help you to think about how to work together as a team more equitably.

# ****Materials needed:****

* Flip chart
* Markers

Part 1: Equity scenarios(50 minutes)

1. Welcome everyone and let participants know that today’s meeting will help the group think about racial equity.
2. Write the following scenarios on flip charts, one per sheet of paper (it helps to write these scenarios beforehand). Post the scenarios around the room:

* The organizing committee recruits one person of color to “represent” the entire ethnic community.
* The leadership of the organizing team is all white. Whites dominate the conversation and make most of the decisions.
* The organizers speak only English in groups that include people who have limited English skills and often use academic language or “insider” jargon.
* The organizers schedule meetings in the middle of the day assuming everyone can take a long lunch break.
* Leaders run meetings without considering cultural differences around time or the need for some cultures to connect socially before getting down to business.

1. Break up participants into groups of 3-4 people depending on the number of people in the room.
2. Ask each small group to take turns visiting each flip chart and talking about each of the scenarios. Give them 5 minutes per scenario to brainstorm and write down ideas on a separate flip chart or piece of paper of how they might address the scenario.

Here are some questions to help people get started:

* What could have been done to help the group avoid the situation?
* What reflection could have been made or question asked to help the group reflect on their dynamics?

After each 5-minute brainstorm, rotate the groups. At the next easel, the group reads and discusses the ideas left behind by the previous group then adds new ideas.

It should take about 30 minutes for groups to move through all the scenarios.

1. Once every group has worked on each scenario, invite the groups to spend some time reading all of the ideas on the flip charts. (10 minutes)
2. Wrap up the exercise with a general debrief for the large group (10 minutes):

* What ideas seemed particularly interesting to you?
* How can you keep these ideas alive while working on the projects and actions?
* Do you have any ideas to add that you have not yet recorded?

Part 2: Working equitably as a team(40 minutes)

In a large group, discuss the following questions to help you think about how you all are working together as a team. These questions will help you think about making sure that the team is inclusive and welcoming to all people and that the whole team models working with a racial equity lens.

**Participation:**

* Does everyone participate, or do some people dominate the group? Whose voices are heard when we make decisions?
* Are people with special talents overlooked or not called upon to contribute because of racial stereotyping?
* Even though many new “actors” are speaking up and trying to make change, are they gradually closed out of the process, and things revert to “business as usual”?

**Leadership:**

* Does the leadership in our group reflect the diversity of our community? If not, what can we do about that?
* How do we decide who will lead the group? How are meetings run?
* What dynamics are at play when people of color provide leadership? What dynamics are at play when white people provide leadership?

**Meeting time and space:**

* How can we make sure that we choose locations that work for everyone?
* When we plan our meetings, what consideration do we give to racial and cultural differences (location, flexible scheduling, social time/food, etc.)?
* How can we schedule our meetings so that everyone can participate?
* How does timing impact our meetings? (Consider people’s schedules, religious holidays, and other community events.)
* Have we included time in our agendas for building relationships and for refreshments?

Part 3: Reflecting on our team dynamics(25 minutes)

* Where are we doing well? Where could we improve?
* How are our leaders responding to members of our group?
* How effective are we at working equitably across racial groups and other differences? Are we speaking openly and honestly about our successes and our challenges?
* What plans have we made to check in on our own behavior and the racial dynamics of our team? Do we need to set aside time for team building and deeper exploration of the issues?
* What can we do differently for the next meeting to incorporate what we have talked about today?

Part 4: Next steps(5 minutes)

* Thank everyone for coming.
* Let everyone know where and when the next meeting will be.
* Make sure everyone knows what the next meeting will be about.
* Let everyone know how you plan to keep in touch and make sure you have everyone’s contact information.