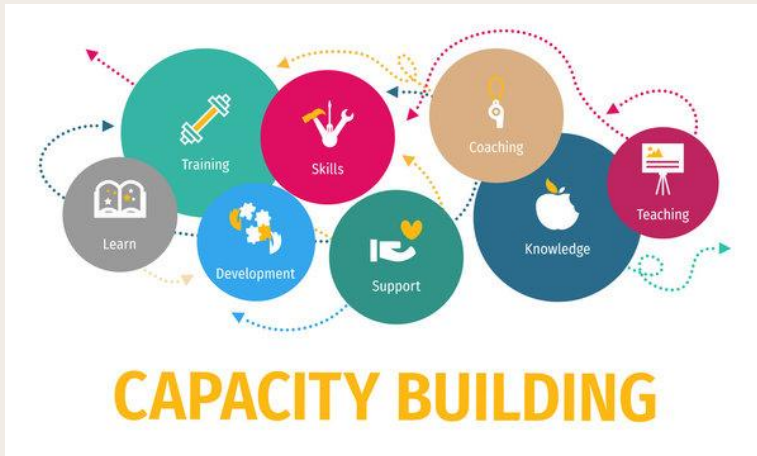


# DEI CAPACITY BUILDING



## INDIVIDUAL COMPETENCIES

Learning and development of capabilities, skills, and know-how; self-reflection, independent use

## SYSTEM AND INSTITUTIONAL DEVELOPMENT

Development of normative parameters and relationships between actors

## CAPACITY DEVELOPMENT

## ORGANISATIONAL DEVELOPMENT

Improvement of performance (efficiency, effectiveness) and adaptation to change

## NETWORK DEVELOPMENT

Developing and strengthening collaboration between actors; knowledge, experience, co-ordination, and co-production

## Capacity Survey

<b>I have considered;</b>	<b>I have</b>
How others perceive my contribution to Diversity, Equity and Inclusion (DEI)	Taken opportunities to continually improve my commitment to diversity equity and inclusion - finding ways everyday to learn and act on something new
My own knowledge of how to implement advocacy techniques in my industry	The ability to overcome fear of being uncomfortable or lack of motivation to act
My own knowledge of institutional and systemic oppression/barriers and how I perpetuate or contribute to them	The ability to maintain diverse relationships and expand my friend, professional group to encompass people from several backgrounds (race, ethnicity, sexuality, occupation, religion, lifestyles)
Understanding the privilege associated with my identity	Confidence in standing up against injustice in my industry on a consistent basis
Imagining how I can be useful to historically marginalized communities who are trying to work in my industry.	The ability to self correct when told I'm lacking cultural competency

What other questions should we ask about our capacity at LCT?

# DEI CAPACITY BUILDING

Reinforce the structure of our community in our own personal ways.

Recognize that these are our systems building and our own windows of influence


Our recognition of privilege and power

You are the only person who can truthfully determine your capacity and how you are filling it. Decide to engage in the rhythms necessary to expand your capacity.

[White Supremacy Culture](#)

## Filling the Gaps

- 1) Self Advocacy
- 2) Self Awareness
- 3) Articulation of your intent to yourself
- 4) Recognition of the outcome
- 5) Self correction for solutions



**TIP:** We must create spaces where capacity building is the primary focus to build new habits and reduce harm/white supremacy culture.

*Intro: Affinity Group Spaces  
Anyone need a white  
supremacy culture  
refresher?*

# Affinity Groups

## CULTURE

Benefit of Affinity Group spaces

- 1) To best engage in the healing necessary to be a strong community, people who have different shared life experience need to meet to discuss their tribulations and joys
- 2) In today's socio political context having rooms where people can unpack their thoughts around social issues, micro aggressions, bigotry and other forms of social conflict can be helpful for safe self expression. Otherwise, unexpressed thoughts and feelings become barriers to relationship building across identity

# Affinity Groups

## **Affinity group traits we want to encourage**

- Identifying the people and humanity first.
- love: offerings in some of the structure- “organize, hold dialogue, act” love trying to answer questions that a lot of people have in the intro
- Put your rooms in the context radical values
- Storytelling that the facilitator is able to bring, someone who is able to share stories
- Awareness of the resources that we bring into rooms and how to preface
- Engage in inquiry 1) what challenges you about this topic? – 2) tell a story about how you’ve experienced this---- 3) what do you hope this will look like in 50 years? “where have you found support, where have you found barriers?”
- EDIFY EGALITARIANISM/ - CULTURE PRESENTATIONS/GENUINE COMMUNITY

## **Concepts we want to be cautious of**

- What language are we using to describe groups
- Inconsiderate use of vocabulary
- Formality that takes away from culture building a community
- Perfectionism and white supremacy culture characteristics

## What topics would you like to discuss in your upcoming affinity groups?

Burnout

Family Relations

Defenses

The intersection of our various identities. How to determine which stories we tell/ which work we focus on.

Affinity groups discussing the spectrum of sexuality and gender - its proximity to whiteness

Reflection vs. Reaction

Advocating for yourself in the workplace

Celebrating our community

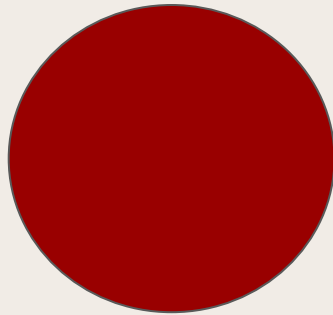
How to be supports for one another beyond our weekly hour

Resource sharing

# Affinity Group Exercise

*What questions should we be asking?*

- Who is responsible for the community building necessary for accessible ticketing initiatives ?
- How much time are we providing ourselves to set the new cultural shifts?
- What are some of the challenges we foresee?
- What values can we set and hold ourselves accountable to?



## Ongoing Accessible Ticketing Affinity Group Benefits

- Support your advocacy
- Stronger sense of self awareness around intersectionality
- Building your capacity