





*Connecticut Community Foundation
presents a free workshop series
for nonprofit organizations in the local service area.*

The Practice of Equity: Moving Beyond Talk to Action

This workshop series is designed to equip community leaders with the tools and strategies needed to drive meaningful change in diversity, equity, and inclusion efforts within your organization and community. Four interactive sessions are crafted to transform how nonprofits approach and implement core DEI principles and practices to move from theoretical discussion to impactful action.

When?

- Free Monthly Workshops will be held from October, 2024 - December, 2024.
- Sessions will be held both virtually and in-person on Wednesday mornings.

Who Should Participate?

- Practice for Equity will be limited to 15 organizations.
- Attendees must work for an organization serving the 21 towns within the Connecticut Community Foundation's service area.
- Each organization is encouraged to send up to two participants (Maximum attendance will be 30 people.)
- Nonprofit leaders focused on building equitable and inclusive practices. This may include senior staff, executive directors, and board members.

Commitment:

- Participants should be committed to developing actionable and contextual equity goals to advance their organization's work.
- Participants must attend all four sessions, including two in-person and two virtual sessions.

What to Expect:

This series is for intentional leaders seeking to instill the principles of diversity, equity and inclusion in their organizations in a practical, contextual and actionable way. Participants will learn to expand, shift, and grow their leadership skills while holding complex diversity, equity, and inclusion issues in organizations and communities. The only prerequisites are a willingness to step out of your comfort zone, to give and receive feedback on your strengths and to learn with and from others.

Expand Your Toolbox: Develop an intentional toolkit of equity and inclusion practices. Each session will provide you with a tool, resource, or practice to implement in your work.

Local Community of Practice: We are building a local community of practice where leaders can find alignment and strategize together.

Individual Action Project: Each participant will identify an area of work in their organization/community where they wish to advance strategies to strengthen equity and inclusion amidst the socio-political landscape and real-world challenges. We will center local context and systems as they impact organizations and communities.

Supportive Peer Network: Build authentic connections with peers by centering identity and lived experiences. Each session fosters an environment where participants feel seen, heard, and accountable to one another.

Series Overview

Session 1: How We Show Up | October 9 | 9:30 – 11:00 am | **VIRTUAL**

This session aims to deepen participants' understanding of equity frameworks and build relationships that transcend organizational and geographic barriers. It will unpack how identity and lived experience impact our lens and leadership. Participants will connect with peers in racial affinity groups to explore shared experiences and cultivate deeper interpersonal learning.

Session 2: Change Work Takes Courage | October 30 | 9:00 am – 12:00 pm | **IN-PERSON** **MATTATUCK MUSEUM**

Delve into actionable strategies for advancing racial equity and inclusion. Develop a vision for action projects to implement at your organization or community. Participants will connect with peers in racial affinity groups to explore shared experiences and cultivate deeper interpersonal learning.

Session 3: Trust is the Currency of Equity and Inclusion | November 13 | 9:30 – 11:30 am | **VIRTUAL**

Focus on the critical role of trust in equity and inclusion initiatives. Address challenges and barriers to building trust and develop a plan of action for your equity strategy. Participants will connect with peers in racial affinity groups to explore shared experiences and cultivate deeper interpersonal learning.

Session 4: Real Talk: Diversity, Equity, and Inclusion Challenges in Greater Waterbury and Litchfield | December 11 | 9:00 am – 12:00 pm | **IN-PERSON MATTATUCK MUSEUM**

Unpack race, diversity, equity, and inclusion challenges specific to the local community. Engage in crucial conversations, present action projects for feedback, and identify potential collaborations. Participants will connect with peers in racial affinity groups to explore shared experiences and cultivate deeper interpersonal learning.

Register Now

Limited spots available.



About the Facilitator: Amarilis Pérez Pullen

Amarilis Pérez Pullen, MSW, embodies the essence of transformative leadership as the visionary behind Raíces Coaching and Consulting. With a rich tapestry of experiences spanning 20 years across executive coaching, nonprofit leadership, and philanthropy, Amarilis leverages her diverse skills to champion the advancement of Black, Brown, Indigenous, Latinx, and People of Color in their leadership. Her work is deeply rooted in a commitment to support individuals and communities to stand their purpose and power. Her leadership and organizational development approach is informed by a deep commitment to justice, diversity, equity, and inclusion, ensuring a broad spectrum of voices and perspectives are centered, acknowledged, and valued.

Join us in this transformative journey to create actionable diversity, equity, and inclusion practices that drive meaningful change. Space is limited and expected to fill quickly, so don't delay!