PUBLIC ALLIES
Everyone Leads

Nothing About Us, Without Us, Is For Us:

Building a Framework for Inclusive National Service

Session 3: Using collaborative approaches to strengthen the impact of AmeriCorps in local communities.

AMERICA'S SERVICE COMMISSIONS

Who's in the Room?

Please answer in one sentence in the chat box

- Where are you located?
- What's your program?
- Why are you here?
- POLL: Were you in session 1? Session 2?

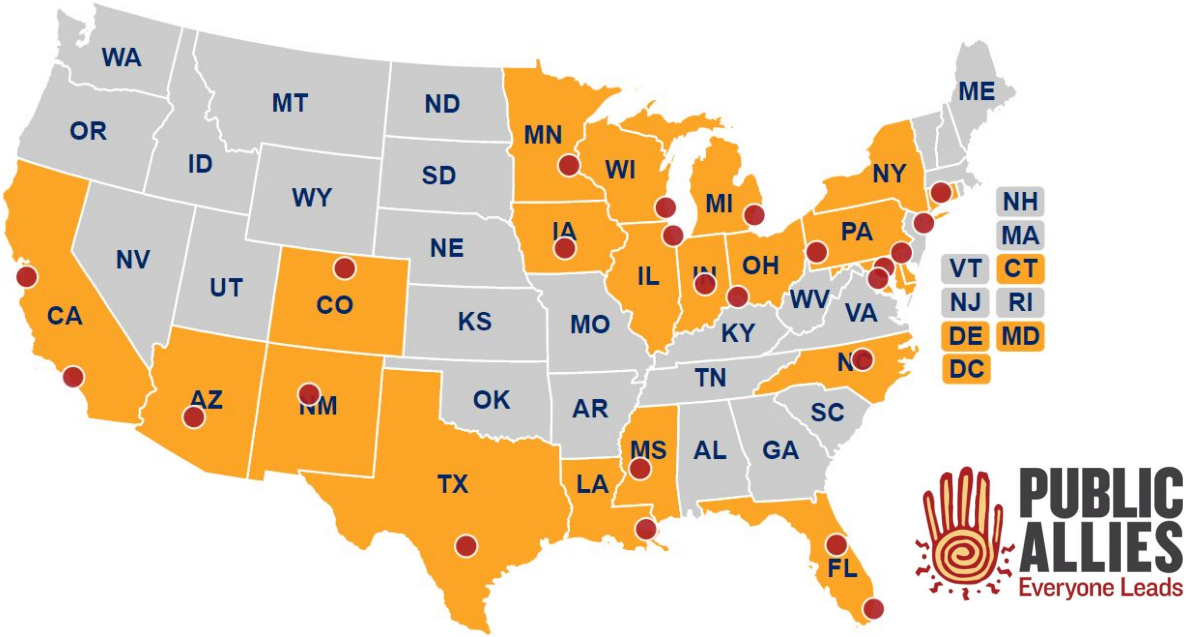
Example: *New Orleans; Public Allies; improve practices of inclusion in our member host sites*

Body Check-In

Nothing About Us Without Us Is For Us

Public Allies' mission is to build a just and equitable society and diverse leadership to sustain it.

Since 1992, we've advanced 8,000 diverse young adults in 25 cities via our AmeriCorps Apprenticeship.



At a Glance

Diversity & Inclusion

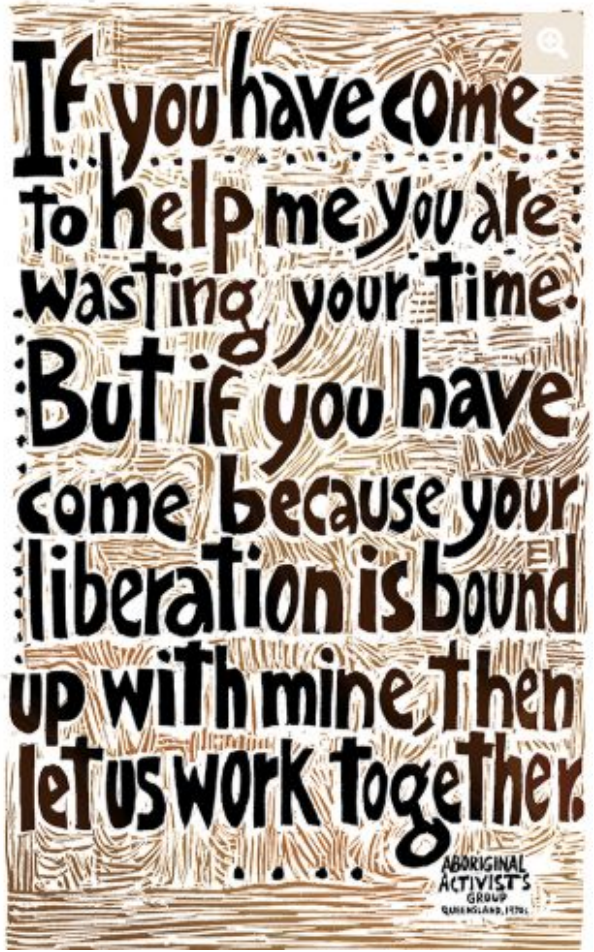
Integrity

Focus on Assets

Collaboration

Continuous Learning

Innovation


If you have come
to help me you are
wasting your time.
But if you have
come because your
liberation is bound
up with mine, then
let us work together.
ABORIGINAL
ACTIVIST'S
GROUP

What we are going to cover

- ★ Review
- ★ Emergent Strategy
- ★ Spheres of Influence
- ★ Power Mapping

Review

What we hold in equity work...

- Cannot separate our Americorps programs from the communities they are situated in, the systems of oppression at work and the opportunities that move towards liberation

What we hold in equity work…

- There is no magic bullet to this work
  - It is complex
  - It is nuanced
  - Mistakes have been made and will be made
  - It is a part of a legacy that existed before you and will continue after you
    - Get clear about your contribution

What we hold in equity work...

Not equating representation/numbers of “diverse” participants with meaningful engagement

i.e. Bringing black, brown, indigenous, people of color into organizations and programs that are not actively working to dismantle the ways white supremacy shows up in their organization and community is toxic, creates harm, and erodes trust.

What we hold in equity work...

Meaningful engagement works to **transform oppressive systems** we are all in and **build power** for those most impacted by those systems.

Critical Consciousness

- The ability to intervene in reality in order to change it
  - Community members coming together to name their world by reflecting on their conditions
  - Imagining a better world
  - Taking action to create it

Small Group Check-in

- What's the equity issue in your organization that keeps you up at night?

Emergent Strategy

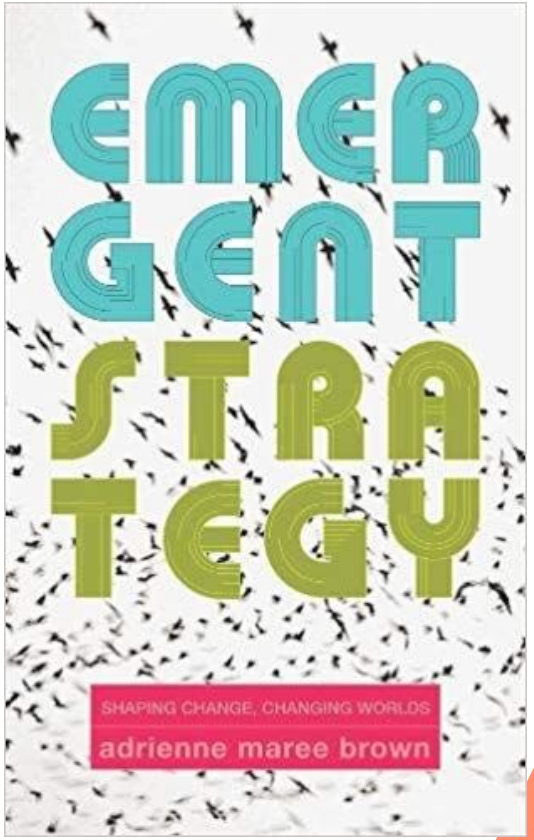
Emergent Strategy

-adrienne maree brown

Holding the micro and the macro

- A call to mimic nature's patterns and species that are not at the top of the food chain

"Emergence is the way complex systems and patterns arise out of a multiplicity of relatively simple interactions" - Nick Obolensky



Principles of Emergent Strategy

- ★ There is always enough time for the right work
- ★ Move at the speed of trust
- ★ There is a conversation in the room that only these people at this moment can have. Find it.
- ★ Less prep. More presence.
- ★ What you pay attention to grows.

An Antidote for White Supremacy

It can be used as an alternative for the behaviours and mental models in white supremacy (from Tema Okun):

- Urgency
- Paternalism
- Power hoarding
- “One way”
- Either/or thinking
- Quantity over quality
- Progress is bigger, more

Small Actions Create Complex Systems

"...Emergence notices the way small actions and connections create complex systems, patterns that become ecosystems and societies. Emergence is our inheritance as a part of this universe; it is how we change. Emergent strategy is how we intentionally change in ways that grow our capacity to embody the just and liberated worlds we long for."

...Emergence emphasizes *critical connection* over critical mass, building *authentic relationships*, listening with *all the senses of the body* and the *mind*."

Scaling up = Going deeper

"We would understand that the strength of our movement is in the strength of our relationships, which could only be measured by their depth. Scaling up would mean going deeper, being more vulnerable and more empathetic."

Which Ideas Resonate? Why?

- ★ There is always enough time for the right work.
- ★ Move at the speed of trust.
- ★ There is a conversation in the room that only these people at this moment can have. Find it.
- ★ Less prep. More presence.
- ★ What you pay attention to grows.

Building Authentic Collaborations

Effective Collaborations

- Built on trust, happens over time
- Identify your goals and be transparent
- Understand each other's needs & goals

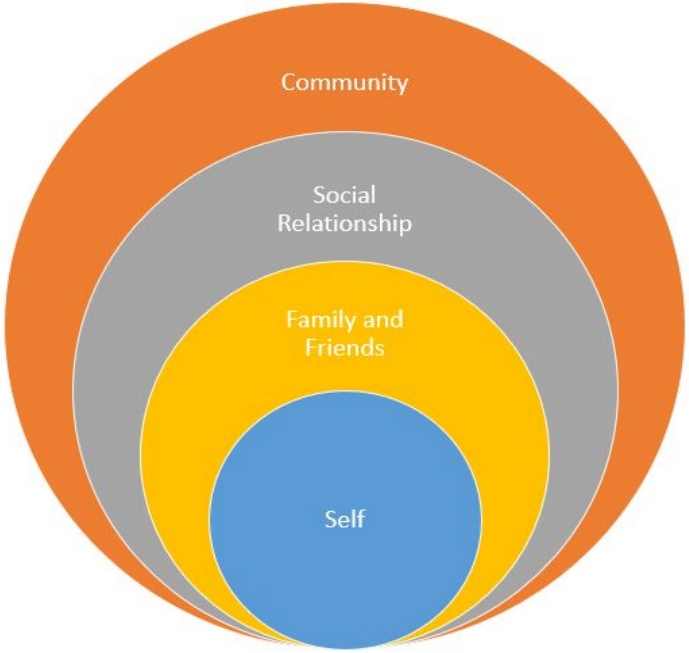
Effective Collaborations

- Get clear on what you can provide
- Be willing to start small--go deep
- Follow through on actions

Effective Collaborations

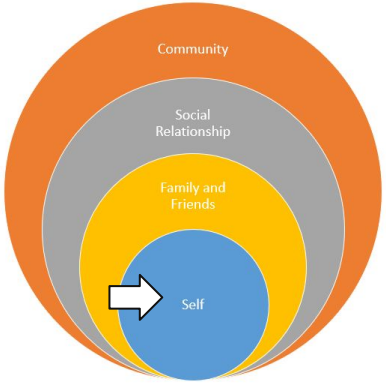
- Assess & adjust

Spheres of Influence


Community
Social Relationship
Family and Friends
Self

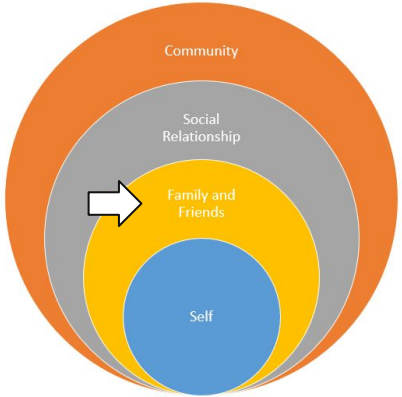
1. Self

- Educating yourself
- Understanding your values & feelings
- Examining how you want to change

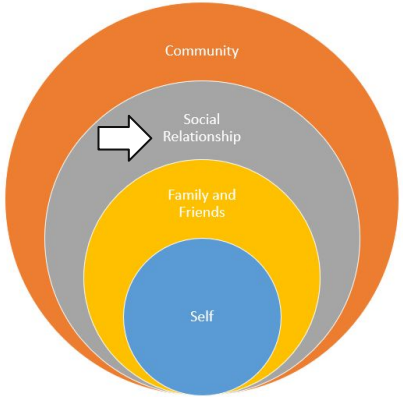


2. Family and Friends

- Influencing the people closest to you



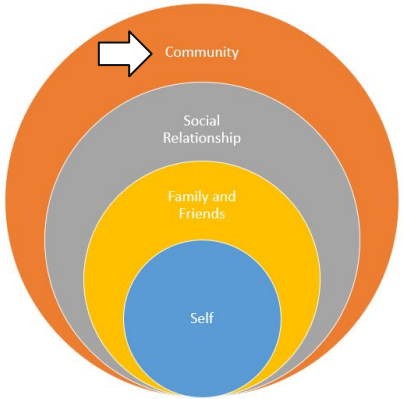
3. Social Relationships



- Friends and acquaintances
- Co-workers
- Neighbors
- Classmates
- People with whom you interact on a regular basis

4. Community

- People with whom you interact infrequently or in community settings



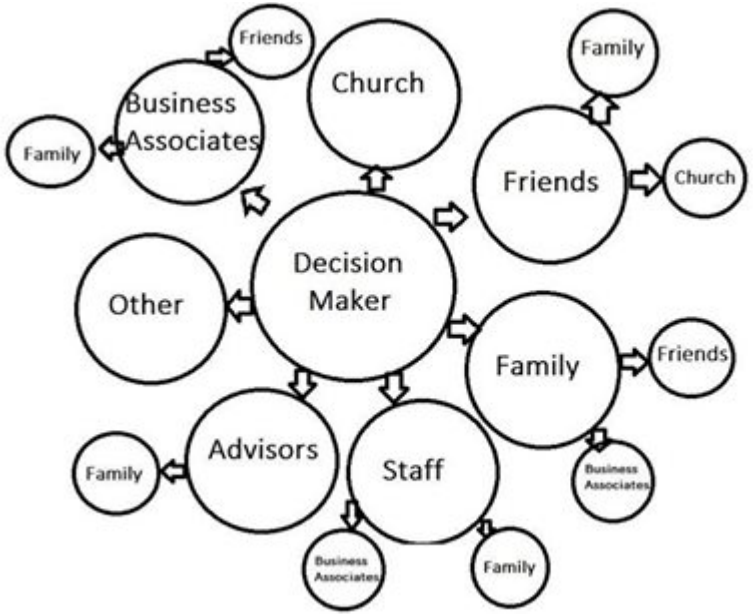
Power Mapping

Power Mapping

The goal is to visually map out the relationships between people, organizations, and institutions in a given context in order to understand the value of these relationships.

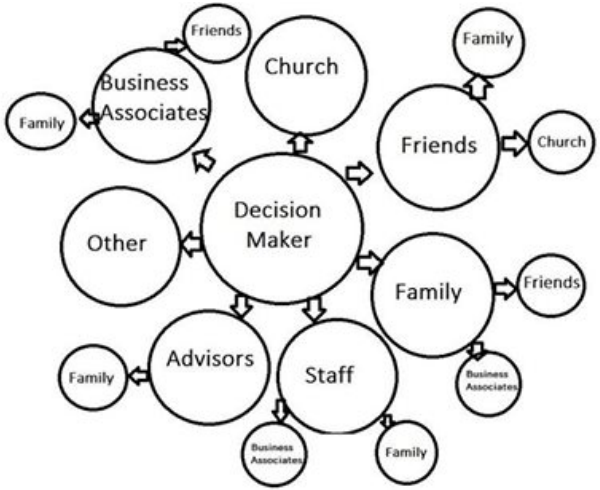
1. Determine your decision maker
2. Map influence of the decision maker
3. Determine relational power lines
4. Focus on priority relationships
5. Draw a grid to plot influence and helpfulness
6. Make a plan

Power Mapping



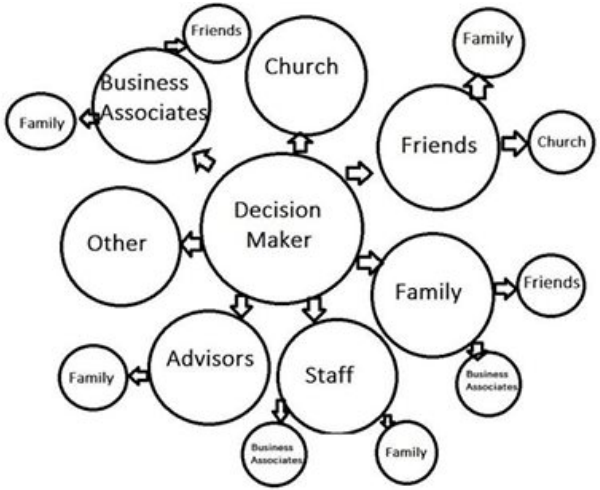
Power Mapping

Step 1: Determine your decision maker



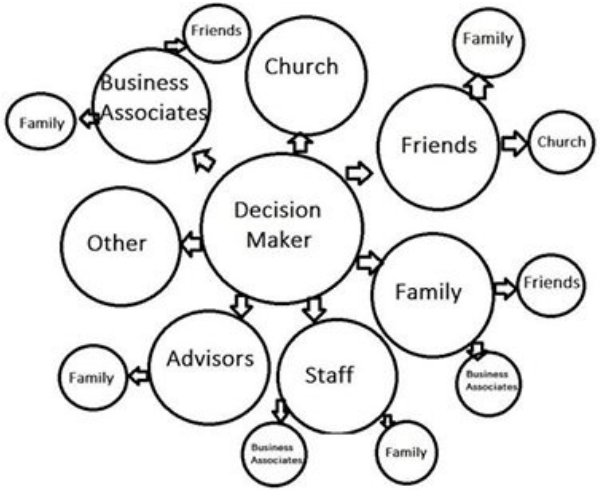
Power Mapping

Step 2: Map influence of decision maker



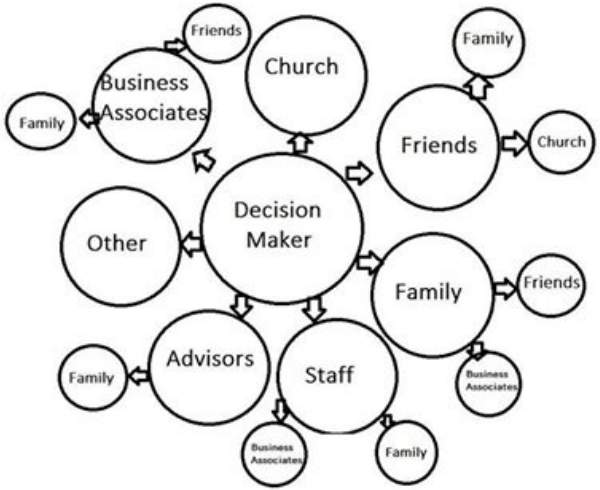
Power Mapping

Step 3: Determine Relational Power Lines



Power Mapping

Step 4: Focus on Priority Relationships



Power Mapping

Step 5: Draw a grid to plot influence and helpfulness

Power Mapping

Step 6: Make a plan.

Next Steps/Action Planning

Principles of Emergent Strategy

- ★ There is always enough time for the right work
- ★ Move at the speed of trust
- ★ There is a conversation in the room that only these people at this moment can have. Find it.
- ★ Less prep. More presence.
- ★ What you pay attention to grows.

Small Group Conversation

- Go back to the equity issue that's keeping you up at night
- What ideas resonate most with you, with regards to this issue?
- How does that inform your next step? What is your next step?

Series Evaluation

Please complete the ASC evaluation

Thank you!

AMERICA'S SERVICE COMMISSIONS

PUBLIC ALLIES
Everyone Leads