

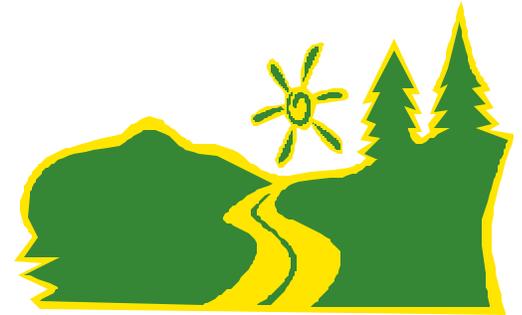
Community Capacity for Diversity, Inclusion, & Equity

Organizational History Journey Map

History permeates and shapes the structure, practices and culture of an institution. It is helpful to change-makers to know the history of their organization with regards to diversity, inclusion and equity and to reflect together on the ways in which that history can inform their current change strategies.

Diversity, inclusion and equity work is more deeply understood through a lens that accounts for our broad historical, social and political experience. Seeing our own work as part of that history of such efforts deepens our understanding and appreciation for the contributions of our predecessor and our own current efforts. That understanding and appreciation are key ingredients for sustenance over the long haul.

This activity is designed to assist your team recover and use that history. On a practical level, this activity is also helpful as a way to share information and insights within your team; and, as a strategy to begin developing a shared analysis about the organization you are working to change.



Overview & Directions

In this activity your team will work together to:

- ◆ Draw an Organizational Journey Map (30-45 Minutes)
 - ◆ Personal reflection (5-15 Minutes)
 - ◆ Collectively consider how your organization's history can be harnessed to deepen commitment and practice in the areas of diversity, inclusion, and equity (30-45 Minutes)
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“Dime Con Quien Andas Y Te Dire Quien Eres”

Old Mexican Saying that means...

“Tell me who you walk with and I will tell you who you are.”

The Power of Culture

Directions for Drawing Journey Map

Working together as a team, think back over the entire history of your organization (as far back as your group has knowledge). Construct a timeline along which you can draw a historical journey map that traces the organization's evolution and development with regards to issues of diversity, inclusion, and equity. The timeline should begin with the establishment of the organization and include important events and experiences related to the following areas:

Major Historical & Organizational Milestones and Events:

Note along this part of the timeline major events in the organization's history (i.e., a new President of the Board tax exempt status is secured, a building is acquired, a new executive director is brought on, etc.)

The Organization's Experiences With Diversity, Inclusion, and Equity:

Note any major inclusion, diversity or equity related events or episodes in the life of the organization (e.g., first Board member of color, internal dialogues and workshops with a diversity consultant, new diversity initiative is funded, the organization sponsors big city-wide Racism forum, a new mission statement crafted to address diversity, three Latino staff members quit in protest over a policy, and etc.)

Related Community Events, Issues, and Dynamics:

Now note along the timeline major COMMUNITY events or episodes that put inclusion, equity and diversity issues on the front-burner for the community or region the foundation serves (e.g., 1992 civil unrest in Los Angeles after Rodney King verdict, a major citywide labor strike, a racially divisive political campaign, an escalation of racialized conflicts or tensions on high school campuses or in a neighborhood, and etc.)

Reflection & Discussion

Suggested Questions for the Reflection:

What can you now say about the organization's journey in dealing with issues of inclusion, equity and diversity? What patterns do you see? Has it been volatile? Cyclical? Have there been many starts and stops? Or has there been steady progress? Was the Journey impacted by a lot of external forces? Or, was the Journey mostly driven by internal leadership? In either case, whose voices and actions were most critical to shaping the course of that Journey? Are there any underlying power balance issues reflected in the priority given to one set of voices over others? Were there bad experiences within the organization that might result in resistance now to working on these issues? Has there been a long history of work on these issues or has it come up only relatively recently?

Suggested Topics For Discussion:

How might this history inform our development of strategies to raise and deal with issues within our organization over the next few years? What lessons can we gain from our analysis of the Journey that will be helpful as we raise these issues within our organization? How can your team benefit from past efforts? What advice do we have for yourselves as you work to raise issues within your organization now? In what ways should you be careful to do things differently? What approaches will insure your work is meaningful and sustainable?