Mindset Shifts toward Equitable Evaluation (Part 2)

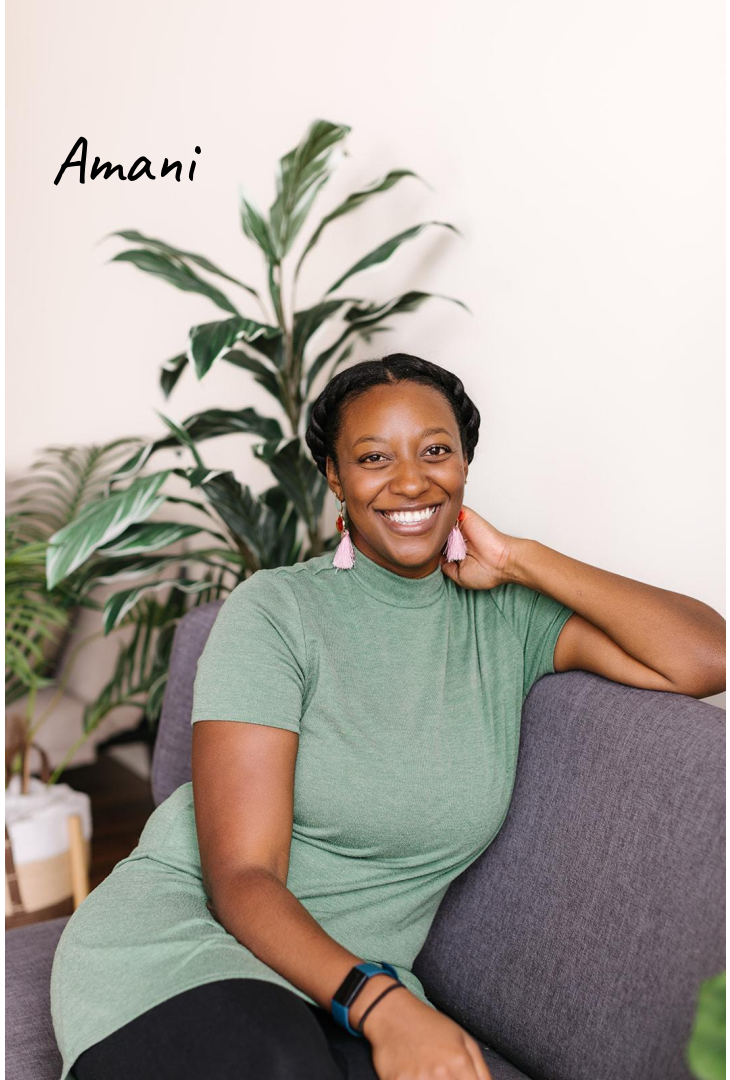
Grant Professional Association
February 11th 12pm

Amani Austin
Austin Advocates With, LLC

Kim Leonard
Leonard Research & Evaluation
The Camassia Group

WELCOME!

- **Gratitude for showing up for this discussion! THANK YOU!**
- **This 60-minute session is head and body centered**
- **Decide what it looks and feels like for you to be present today**
- **Let's check-in using the chat**
  - Please share your name, pronouns, role, location.
  - What is bringing you joy or energy today?


Amani

Kim

AGENDA

- Welcome + Grounding
- Mindset Shift Refresher
- Scenario Based Examples
- Breakout discussions
- Share out + Reflections
- Closing + Gratitude

Grounding In Our Bodies and In the Present Moment

As we share space and discuss, you ***may feel tension or expansion*** in your body. Please be sure to reground as you need.

- Be present in your body
- Be aware of your needs and curiosities
- Be open that there are other needs in the space

AN INVITATION TO BRAVE SPACE

Together we will create *brave space*
Because there is no such thing as a "safe space" —
We exist in the real world
We all carry scars and we have all caused wounds.
In this space
We seek to turn down the volume of the outside world,
We amplify voices that fight to be heard elsewhere,
We call each other to more truth and love
We have the right to start somewhere and continue to grow. We have the responsibility to examine what we think we know.
We will not be perfect.
This space will not be perfect.
It will not always be what we wish it to be
But
It will be *our brave space together,*
and
We will work on it side by side.

by Micky ScottBey Jones

www.thepeoplessupper.org

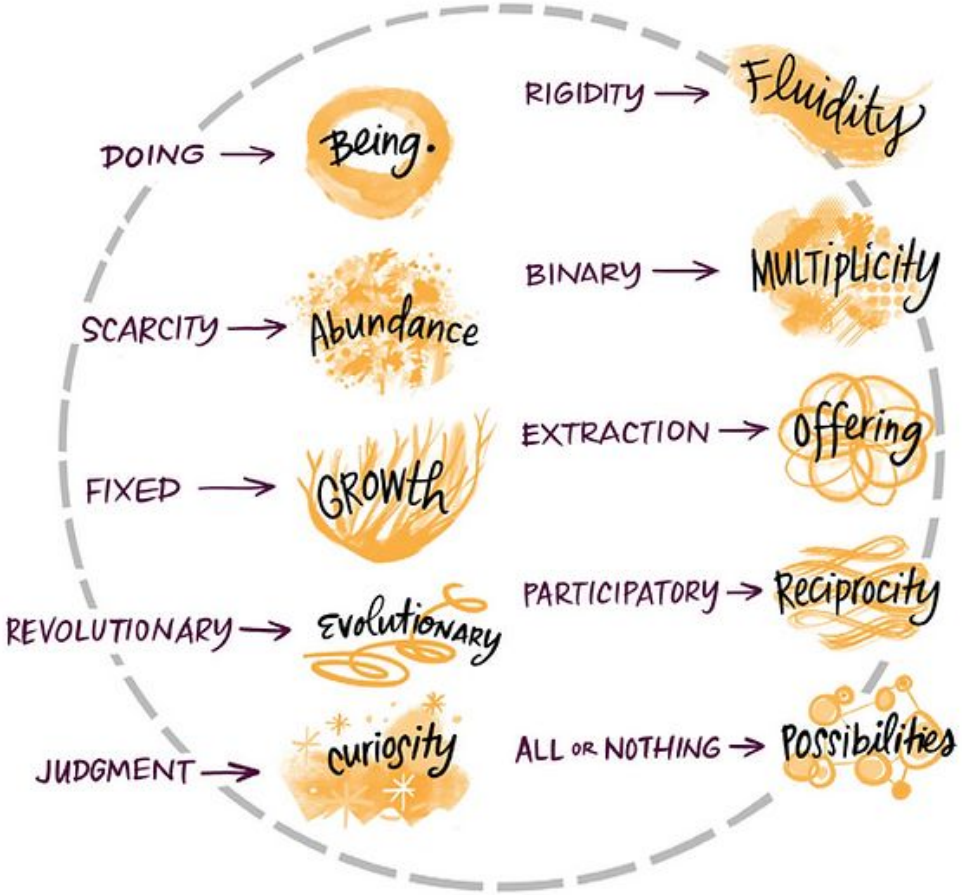
***Inspired by and adapted from the work of Activist Beth Strano**

GPA Group Agreements

- Respect All Lived Experiences
- Be Open to Learning (and Unlearning)
- Speak Honestly, Listen Actively
- Assume Good Intent While Naming Harm

Equitable Evaluation Refresher

Revisit & explore EEF mindsets

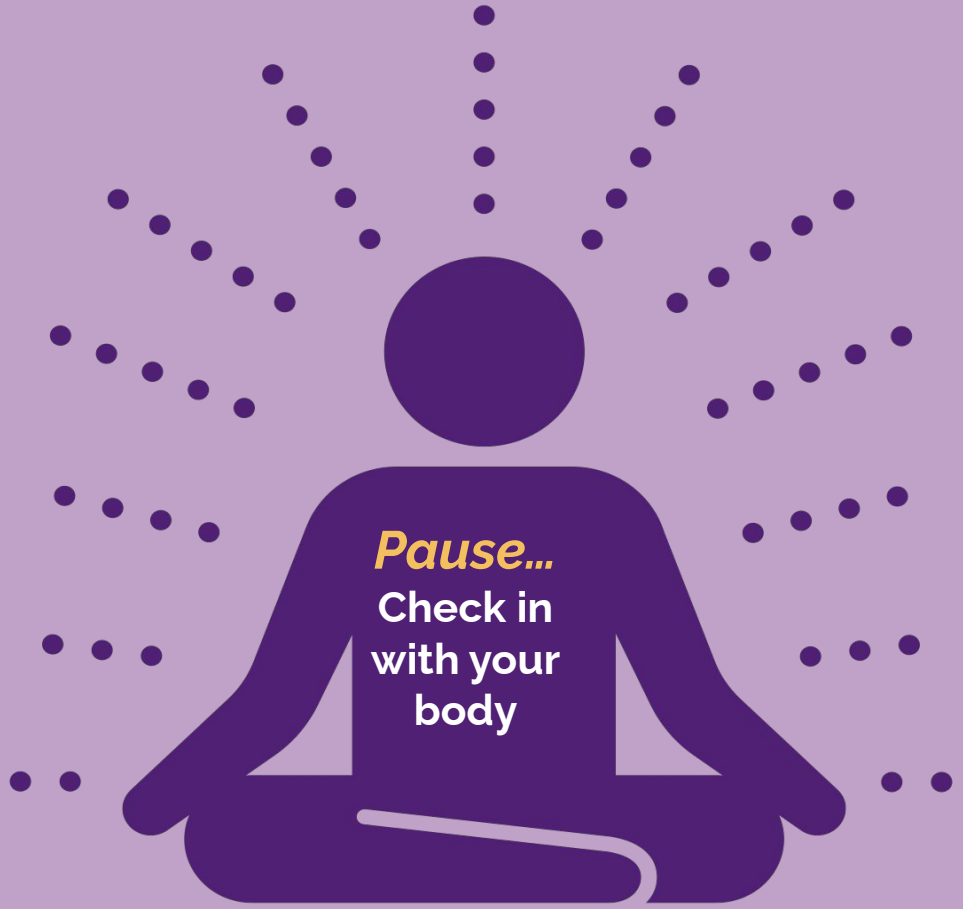


Individual reflection:

- Pick a shift or mindset that feels resonant for you,
- Spend a 1-2 mins thinking about what it might look or feel like to live into that shift or mindset in your work

EQUITABLE EVALUATION INITIATIVE

"If you aren't in your body, someone else is. The systems of this world have everything to gain from your disembodiment. Stay near to yourself. Listen to your body." Cole Arthur Riley



Scenario #1: Incorporating Teacher Voice

You work at a large education focused organization. A colleague is coming to you with an idea – they learned about a new program that they want to seek funding for that they believe will benefit teachers. Neither you or they are teachers, and while the program seems fundable and aligned with your mission, you aren't sure whether this is something teachers want or need and want to engage teachers to figure that out.

Possible Mindset Shifts to Consider:

- Doing → Being
- Judgement → Curiosity
- Extraction → Offering
- Participatory → Reciprocity

Scenario #2: Mission Creep?

You are working with an organization where it can be challenging to find funding for its core programs. There is a new funding stream available that the leaders are excited about, but while it's related to work the organization already does, you're concerned about mission creep and capacity but are unsure whether that's fair.

Possible Mindset Shifts to Consider:

- All or Nothing → Possibilities
- Rigidity → Fluidity
- Scarcity → Abundance
- Binary → Multiplicity

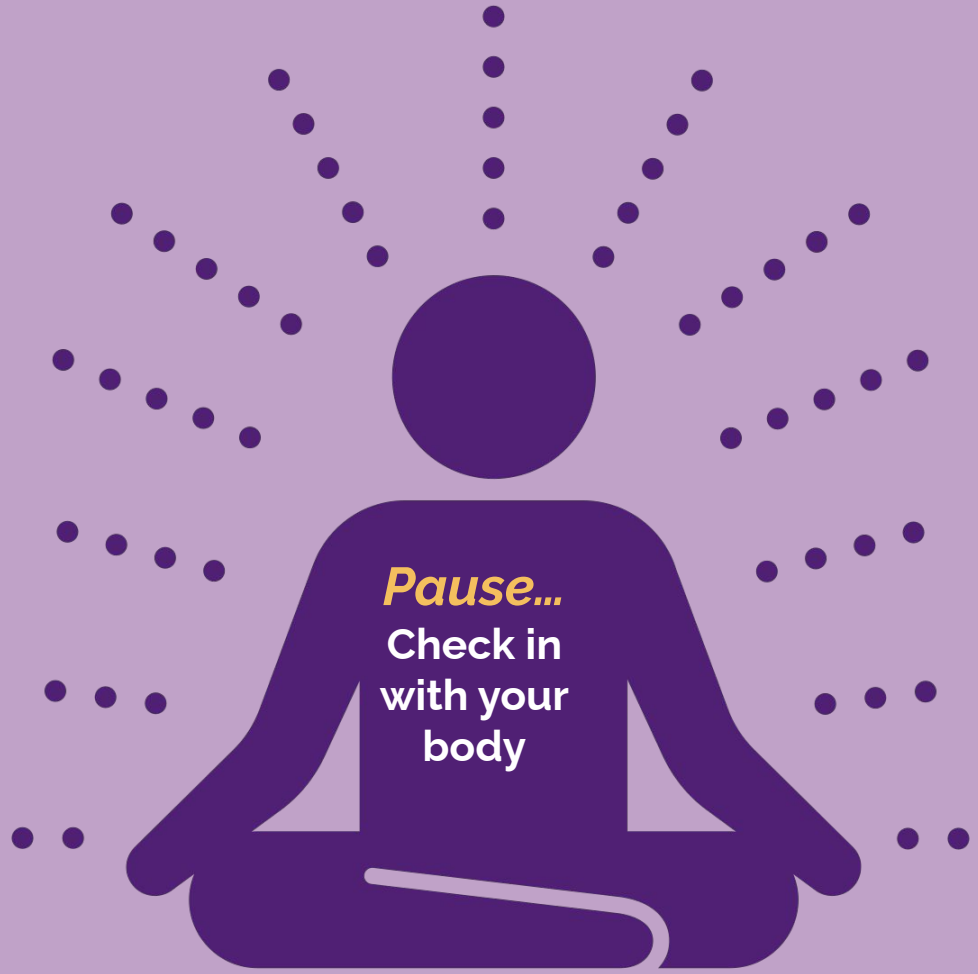
Scenario #3: Thoughtfully Gathering Demographic Data

A new grant application is sitting on your desk, due in 2 weeks. In addition to demographics about the people your organization supports, the application asks for demographic information on your staff and organizational leaders, but you haven't collected that information in the past and doing that super quickly isn't feasible (or wise).

Possible Mindset Shifts to Consider:

- Doing → Being
- Extraction → Offering
- Revolutionary → Evolutionary
- All or Nothing → Possibilities

"Times are urgent, lets us slow down" Bayo Akomolafe



Scenario Breakouts

INSTRUCTIONS: *Each breakout will have 10-15 mins to discuss one of the three scenarios - you'll get ot pick one. Please assign a note taker and someone willing to share out. We will have a few groups share out to the large group.*

In your groups please reflect on the following:

1. How might you proceed, keeping the mindset shifts we've shared in mind?
2. What information might you need, or how might you gather that in a way that is aligned with those mindsets?

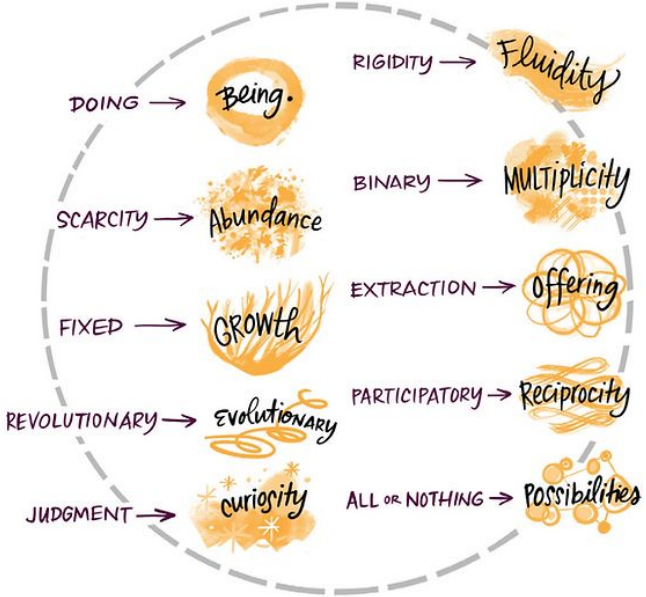
Scenario Breakout Share Out

1. Scenario 1: Incorporating Teacher Voice
2. Scenario 2: Discerning Mission Creep
3. Scenario 3: Thoughtfully Gathering Demographic Data

Reflection Questions

- What main themes came out of your groups discussion?
- What are we noticing across groups?
- What questions are we sitting with?

Closing Reflections & Gratitude



- What is one thing you can lean into more in your practice?

THANK YOU! Please stay in touch!

Amani Austin
Austin Advocates With, LLC
https://www.aadvocateswith.com/
Aadvocateswith@gmail.com

Kim Leonard
Leonard Research & Evaluation
www.leonardrande.com
kim@leonardrande.com

The Camassia Group
www.camassiagroup.com
kim@camassiagroup.com