We work with a range of individuals, organizations, and networks across the white-dominant-to-social-justice spectrum. We range from "DEI" practitioners, to "Deep Equity" and "Liberation," social justice practitioners, and everyone in between.

We commit to building capacity for a diverse ecosystem of DEI practitioners. We envision an anti-racist network of coconspirators, from all points on the White-Dominant/DEI to Social Justice/Liberation spectrums, supporting systems change for racial liberation.

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SUPPORTING A DIVERSE ECOSYSTEM

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SIX COMPONENTS OF DEEP EQUITY CAPACITY BUILDING

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1. Type
   - Whole Deimnto Social Justice Spectrum / 101 + 202 + 303

2. Readiness/Difficulty
   - Lighter-to-Heavier/LH: Highly Ready to Less Ready
   - Readiness/LH:
     - Openness, receptivity, humility, and being in a “learner stance”
     - Pre-existing institutional/network infrastructure
     - Degree of understanding the process of change
     - Different across the 101 + 202 + 303 spectrum

3. Depth & Intensity of Intervention:
   - Toe-Dip: Can Be Catalytic or Not
   - Olympic Diving Pool: Focused on Multiple Aspects of Systems (e.g., HR, leadership, board, program, org culture, etc.)
   - Ocean: Transformation at Scale; Whole Systems

4. Phase/Year
   - Year/Phase 1: Early/Just-Beginning/Start-Up
   - Year/Phase 2: Initial Implementation
   - Year/Phase 3+: Multi-Year, Deeper Implementation/Deepening Capacity

5. Roles
   - Transformation Consultants
   - Field Builders
   - Researchers
   - Funders
   - Organizers
   - Artists, Narrative & Cultural Workers
   - Inner Work
   - Advocacy
   - Policy

6. Inner Work
   - Attentiveness to the relationship between Healing, Wellness & Equity-engaged with depth and regularity – to promote:
     - Refusing & relinquishing
     - Channeling & focusing intense emotional energy for grounding & transformation
     - Synergy and alignment
     - Healing rifts inside ourselves, our organizations, our networks & at movement levels

THE NETWORK

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13. Transformation Consultants
14. Field Builders
15. Researchers
16. Funders
17. Organizers
18. Artists, Narrative & Cultural Workers
19. Inner Work
20. Advocacy
21. Policy
22. Healing rifts inside ourselves, our organizations, our networks & at movement levels

NETWORK OF DEEP EQUITY PRACTITIONERS

"Building Capacity for Liberation"