

# DEEP EQUITY PRACTITIONERS

"Building Capacity for Liberation"

## SUPPORTING A DIVERSE ECOSYSTEM

→ **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 recognize that there are multiple approaches** to engaging with clients/partners. We seek to learn from and with each other about which approaches can be most helpful in advancing liberatory practice and healthy, loving, socially just societies.

→ **We commit to building capacity for a multi-institutional community of accountability** within this diverse ecosystem. 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.

## SIX COMPONENTS OF DEEP EQUITY CAPACITY BUILDING

We share here a framework, developed by Sheryl Petty of Movement Tapestries and Change Elemental, that some on our members use to align their work in the field.

**1 Type** White Dominant-to-Social Justice Spectrum / 101 → 202 → 303

**2 Readiness/Difficulty**

Lighter-to-Heavier Lift/ Highly Ready to Less Ready. Readiness/Lift is:

- 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**
- **Trainers**
- **Policy & Advocacy**
- **Builders of Capacity Builders**
- **Organizers**
- **Funders**
- **Inner Work Practitioners / Healers**
- **Artists, Narrative & Cultural Workers**

**6 Inner Work**

Attentiveness to the relationship between Healing, Wellness & Equity-engaged with depth and regularity – to promote:

- **Refueling & replenishing**
- Channeling & focusing intense emotional energy for **grounding & transformation**
- **Synergy and alignment**
- **Healing rifts** inside ourselves, our organizations, our networks & at movement levels

## THE NETWORK



IAM Associates

**Building Movement Project**  
Activating Nonprofits | Fueling Change

**mp ASSOCIATES, INC.**

**Crossroads Antiracism Organizing and Training**  
Dismantling racism, building racial justice in institutions



**InPartnership Consulting, Inc.**

MOVEMENT TAPESTRIES

**Interaction Institute for Social Change**