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.

**Supporting a Diverse Ecosystem**

We commit to building capacity for a multi-institutional community of accountability within this diverse ecosystem. We envision an anti-racist network of co-conspirators, 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**

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

**Readiness/Difficulty**
Lighter-to-Heavy/Lifto: Highly Ready to Less Ready. Readiness/Lifto 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 to 202 to 303 spectrum

**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

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

**Roles**
- **Transformation Consultants**
- **Builders of Capacity Builders**
- **Field Builders**
- **Researchers**
- **Organizers**
- **Funders**
- **Trainers**
- **Inner Work**
- **Advocacy**
- **Artists, Narrative & Cultural Workers**
- **Policy & Advocacy**

**Attention to the relationship between Healing, Wellness & Equity-engaged with depth and regularity – to promote:**
- Refusing & replying
- Channeling & focusing internal emotional energy for grounding & transformation
- Synergy and alignment
- Healing rifts inside ourselves, our organizations, our networks & at movement levels

**The Network**

We work with a range of individuals, organizations, and networks across the white-dominant-to-social-justice spectrum. We envision an anti-racist network of co-conspirators, from all points on the White-Dominant/DEI to Social Justice/Liberation spectrums, supporting systems change for racial liberation.