



Innovating Organizations for Equity and Inclusion Accelerator

NEED: Increasingly, legal service nonprofits are naming ‘diversity, equity, and inclusion’ (DEI) as core values their strategies and operations must reflect in order to truly advance their missions. Oftentimes in this work, however, leaders and staff can struggle to turn intention and values-based dialogue, into clear action and concrete change. This is partly due to a lack of organizational capacity around innovation and change management. While there is value in learning foundational concepts and terminology, many organizations significantly benefit from growing skills around team-building, creative problem-solving, and best practices for leading organizational change in times of uncertainty and speed.

OPPORTUNITY: Five-month training and project coaching program blending DEI and innovation approaches to accelerate progress on a “live” equity and inclusion project for participating organizations.

HOW THE ACCELERATOR WORKS: The program is based around five training sessions in Berkeley, CA (see below for dates). In these sessions, participants will receive tutorials from OneJustice and guest faculty on DEI concepts and related project leadership topics, and complete hands-on activities to reinforce learning. Through a Capstone Project, participants will identify an equity-related organizational project to serve as the central basis for applied learning, peer support, and faculty coaching.

Agenda topics and flow, as follows:

- Session 1: Need for learning innovation and DEI approaches together + developing a Capstone Project vision for success
- Session 2: Guest practitioner panel on equity-related organizational opportunities, challenges, lessons learned + identifying your capstone question and gathering research through a human centered design approach
- Session 3: Generating ideas and prototyping a future of equity + meeting design and facilitation for inclusion + Capstone work
- Session 4: Preparing stakeholders to become willing and able to accept organizational change: leading equity efforts through an intentional change management lens and process + strategic communications + Capstone work

- Session 5: How to test, evaluate and iterate your work + Capstone presentations + peer feedback

WHO IS RIGHT FOR THE PROGRAM: This program is designed for any staff members responsible for key aspects of organizational operations. This can include senior managers and executive directors to more junior staff supporting equity and change work. Staff responsible for steering diversity, equity and inclusion committees are highly encouraged to apply.

To increase the likelihood of successful organizational change, we encourage teams of two or more staff members to apply.

PREREQUISITES: Support from management to develop or implement an equity-minded project at the organization. An open mind; appreciation for interdisciplinary, blue-sky thinking; willingness to discuss diversity, equity, and inclusion issues in a confidential space; a healthy bias for action and project implementation.

DATES: Starts February 26, 2019 | For 5 months, a full-day session on the fourth Wednesday of the month:

February 26, 2020

March 25, 2020

April 22, 2020

May 27, 2020

June 24, 2020

LOCATION: Berkeley, CA

PRICING:

- Organizations under 999k/year - \$1,000 (for 1-2 participants) (\$1,300 for 3)
- Organizations between 1 mil and 4 mil/year - \$1,300 (for 1-2 participants) (\$1,500 for 3)
- Organizations over \$4 mil/year - \$1,500 (for 1-2 participants) (\$1,700 for 3)

Cost includes coffee and tea, lunch, and snacks.

ENROLLMENT: Application will be available at onejustice.org/oca. Due January 31, 2020, applications are accepted on a rolling basis. Early application is strongly encouraged.

CONTACT: For more information, contact Roel Mangiliman at rmangiliman@one-justice.org.