

Targeted Universalism Community of Practice 2024-2025

FAQs

We're so pleased that you're interested in the upcoming Targeted Universalism Community of Practice (COP). Please review the FAQs *in advance* of filling out the application. If multiple people from your organization are applying, each person should fill out an application.

General [Application](#) deadline is **July 30th**.

[Scholarship Application for Fee Reduction](#) due by **July 30th**.

You will be informed of enrollment by **August 9th**.

You will be informed if you received a fee reduction by **August 16th**.

Payment due in total by **September 6th**.

What are the dates and times of the Targeted Universalism Community of Practice (COP) that starts in Fall 2024?

We will hold three separate COP groups with no more than 25-30 people. *The dates are as follows and in Pacific Time:*

COP Fall 2024 to Spring 2025			Office Hour (optional)
Cohort 1	Cohort 2	Cohort 3	Office Hour
Tues 9-11am PT	Wed 9-11am PT	Thurs 10-12pm PT	Thurs 10-11am
Sept 17* (9-12)	Sept 18* (9-12)	Sept 19* (10-1)	Sept 26
Oct 15	Oct 16	Oct 17	Oct 24
Nov 12	Nov 13	Nov 14	Nov 21
December Break			
Jan 7	Jan 8	Jan 9	Jan 16
Feb 4	Feb 5	Feb 6	Feb 13
March 4	March 5	March 6	March 13
April 1	April 2	April 3	April 10

- Each monthly **COP** will be 2 hours, virtual, and recorded for those who cannot attend.
- We'll also hold monthly Office Hours for optional drop in.
- *Our first session, in September, will be three hours long with a focus on relationship-building, breakouts and practice. Getting to know each other and the amazing leaders and practitioners helps ground us in community!

What will the COP consist of?

Cocreation is fundamental to Targeted Universalism. Below are the elements of the COP, the content and format of which will be responsive to group feedback and need. Cocreation at work!

- Co-facilitated monthly 2 hours virtual COP sessions for 7 months—*live and recorded*
- One hour-long Open Office Hour session a month (optional)
- Support materials, including TU Hub, reading, podcasts or video on a shared Google Drive
- One 30- to 60-minute coaching session for each person (optional)
- Study Group (optional)

Will the sessions be available if I have to miss a class?

Yes, the recorded sessions and office hours will be available to the cohort through the Zoom cloud and for the duration of your CoP. They will not be posted anywhere on a public site.

What are the goals of the COP?

The TU COP is designed to support the implementation of TU in order to address structural and systemic inequities while also advancing an affirmative vision and practice of belonging. We'll work together to achieve this in the following ways:

- Develop a working knowledge of *the TU stages*
- Strengthen understanding of the application of TU at organizations both internally- (DEI, equity) and externally-focused (mission, projects, programs)
- Hear and discuss real-time case studies that explore the challenges and opportunities among those applying TU
- Foster dialogue and relationship-building to share wisdom and experience among community members
- Understand Belonging and Bridging as interrelated to TU
- Learn the *10 practice elements of TU*, such as co-creation, shared leadership, consensus decision-making, measurement, and culture making
- Nourish and explore our humanity through breakout discussions, music, and meditation

How will the COP sessions be structured?

We're so glad you asked! TU is a method to advance equity and belonging, which means the COP will be rooted in a dynamic, cocreated, growth-oriented experience where we are building relationships and our TU muscles together. In that spirit, the sessions will consist of some of the elements below:

Orientation and Relationship building

Learning modules
Practicing elements of TU, breakouts & group work
Community sharing and case studies
Regular group discussion
Cocreation-inspired feedback

Will there be additional work outside of the monthly sessions and office hours?

We realize how busy you all are, and we also want to make sure that you have materials to go deeper if you so choose. We'll be providing optional resources, worksheets, and explainers (print, podcast and video) that you can digest at your own pace or forego. As homework, we may ask that you sit with a simple prompt or topics in advance with light pre-reads or materials to review.

Who can attend? What are the eligibility requirements?

This course is designed for nonprofit institutions, government agencies, the education and health sectors, and foundations. It's also applicable to DEI professionals and consultants who focus on equity, justice, bridging and belonging.

No prior deep knowledge of TU is required. We'll ask those who are new to TU to do some pre-reads or video watching. Importantly, we're learning together! TU and belonging are ever-evolving.

What kind of organizational position might be best suited for the CoP?

We believe that organizational position is only one indicator of who is suited for CoP. Ultimately, each organization must decide who is best suited to attend based on your knowledge of the individual's understanding of equity, professional skills, and the desired organizational outcomes.

What is the cost of the COP? Are there scholarships?

We are asking people to pay the full tuition of \$5000 if possible. If you require a reduction in price, please fill out the simple [fee reduction application here](#), in addition to the [regular application here](#). The maximum fee reduction will be \$2500. We are unable to offer free participation at this time. If you are a foundation who supports the work of Targeted Universalism and would like to fund the development of the TU COP and sponsor scholarships, we encourage you to reach out to karen@belongingandcocreationlab.com!

Can multiple people attend from my organization, and is there a discount?

Yes, absolutely, multiple people may apply from one organization. With two or more people from an organization, we're extending a 10% discount.

Who will facilitate, and will john a. powell participate?

The facilitators will be Karen Bouris, Nina Moreno, Paul Hudson and Evan Holland. Professor powell will attend a session (or two) for presentation and Q&A as we go deeper into the materials and your respective goals. We also have the option of bringing in deep subject matter experts from the Othering & Belonging Institute if we feel the group will benefit.

How do you communicate with participants throughout the COP?

Currently, we communicate via email. We share and use Google documents and a Google site as a TU Hub throughout the course. And we use Zoom and the Zoom calendaring function.

How do you accept payment?

We accept checks and credit card payments. Full payment is due by **September 3** in advance of the course start date. We are able to provide invoices as needed. For credit card payments, please be aware that there is a **3%** service charge added to the tuition by the bank. Thank you!

What if I have to drop out due to unforeseen or unexpected circumstances?

For medical or family leave issues, we will evaluate on a case by case basis to determine the possibility of refund. We also provide the option for the person to attend a subsequent TU COP if they are able.

How did the pilot TU COP go?

In Fall of 2023, **56 people from the nonprofit, government, and philanthropic sectors** became the first two Targeted Universalism (TU) Communities of Practice (COP). They represented 14 states and gathered on Zoom over nine months.

The participants represented a breadth of areas of engagement, including public health, early childhood, the environment, farming, housing, food security, youth development, mental health, elder care, job training, DEI, restorative justice, judiciary, college enrollment, community banking, and higher education—all addressing aspects of cultural, structural, and systemic inequities.

About half the group had specific projects or goals in mind. Others sought to understand how to bring TU into their work, such as consulting with their nonprofit clients, applying TU to strategy and communications, and to the program work within foundations.

Examples of Universal Goals included:

- Healthy food available to everyone in the state.
- Safe, affordable housing that meets the needs of everyone in our community.
- Emotional and psychological safety for all workers to 90%.
- All families with young children have access to essential services when they need them.
- Ensuring digital connectivity and access for all individuals in the county.
- All district high school students have support to enroll in college after graduation.
- Every employee working at the city health department feels like they belong.

The pilot year group co-created the COP with us and gave ongoing feedback, helping shape, improve, innovate and evolve the COP in real time. There was so much experience, richness, deep commitment, and talent in the room. We are honored to have been in (and continue to be in) community with these exceptional humans.