

Curious what's happening in the other Goal Meetups?
Click on the following links to access their agenda + notes.

<u>GOAL 2</u> Collaborative Culture	<u>GOAL 3</u> Shared Vision	<u>GOAL 4</u> Connected Networks	<u>GOAL 5</u> Practical Metrics & Methods	<u>GOAL 6</u> Universal Support	<u>GOAL 7</u> Sustainable Work
<u>STORYTELLING</u>					

Looking for more information? Click here to access the [ESHIP Goals Community Dashboard](#).

GOAL 1 - INCLUSIVE FIELD

GOAL MEETUP AGENDA + NOTES

1st Wednesday of each month at 2:00pm CST

[Click here to register for the next call](#)

FUTURE SCHEDULED TOPICS	
February 2020	Natalie Self
August	Start Out! w/ Sarah Burgaud

***Interested in suggesting topics for future calls?
Include your idea below, along with your contact information:***

NAME CONTACT INFORMATION	SUGGESTED TOPIC FOR FUTURE CALLS
Eric Renz-Whitmore - ewhitmore@gmail.com	Natalie Self - Lessons Learned (so far) from the Kauffman Foundation's "Inclusion Open" Funding Opportunities
	Revisit Speaker Bureau Project(?)

Have a comment, idea, question...or just want to say "Hello"? We'd love to hear from you.
Please contact the ESHIP Community Activator Team at eshipgoals@gmail.com.

WEDNESDAY, August 1, 2020

ROLL CALL

- Co-Hosts: Tiffany Henry, Eric Renz-Whitmore,
- Presenter: Sarah Burgaude & Jennifer Chin, StartOut
- Scribe: Eric RW, Cecilia Wessinger
- Participants: Amy Hopper, Andrew Atter, Jina Kim, Tiffany Henry, Jose Alvarez, Michael Ryan Norton, Hassan Bazzi, Katie Gailes, Mark Lawrence, Lindsey Harrison, LaShana Lewis, Henry Ummunnakwe, Monique Epps,

PARKING LOT

Note ideas and topics that come up during today's call that are outside of the agenda for future discussion.

10-20 min - Welcome & Introduction:

- Quick Intro
- Question of the Day (Popcorn!)
 - Where would you escape to for the rest of the year?
- Request for 2-3 note-takers
- General Updates
 - ESHIP Summit - Register Now!
(September 15-16)
- ESHIP (Summit) On-Boarding

30-40 min - Main Meetup Activity:

StartOut and the StartOut Pride Economic Inclusion Index (SPEII)

<https://startout.org/speii/>

StartOut is a community, with several programs for members and local chapters - including Growth Lab accelerator Program

Growth Lab info and application at: <https://startout.org/growth-lab/>
Investors, StartOut Experts, Mentorship

Why SPEII?

Absence of a tool to measure impact/contribution of LGBTQ+ entrepreneurs

They'll share link to presentation - we'll post that here.

The focus in this index is more on "High Growth" and investment-backed entrepreneurs and startups

From Jessica Chin:

The SPEII includes only high-growth entrepreneurs, i.e. entrepreneurs who were

(co-) founders or employees prior to their company meeting at least one of the following criteria:

- 1/ received any amount of Venture Capital funding, or
- 2/ received at least \$1M in Angel funding, or
- 3/ generated at least one patent and has created jobs beyond the founding team, or
- 4/ had an IPO or been acquired by another company.

They do not (yet) include more main street entrepreneurs, plans include capability to break down with race/ethnicity as well.

Having identified all of the high-growth entrepreneurs in its dataset, the Index applies demographic labels to each: race, gender, and sexuality. (We plan to extend these labels to include disability and immigration status.) To identify LGBTQ+ entrepreneurs for this initial launch, we have integrated three specialized datasets. The first is the membership records of StartOut, the largest LGBTQ+ entrepreneurship group in the world, and Socos' collaborators in this initiative. The second set of records comes from a data aggregator that provides broad gender and race information to potential employers from 37 publicly available sites. StartOut engaged the aggregator to create a specialized algorithm for identifying LGBTQ individuals in its data. Finally, we have identified a number of public repositories identifying openly LGBTQ+ business leaders, such as Wikipedia.

More info on methodology here <https://startout.org/methodology/>

Concluded with:

Request for all of you as we wrap, we are working on a video with faces of ecosystem builders in the community. In alphabetical order, can you please tell us:

Your name

Your community

(and say) "I'm an ecosystem builder because....."

Additional Notes:

WEDNESDAY, July 1, 2020

ROLL CALL

- Co-Hosts: Tiffany Henry, Dia Ghosh
- Presenter: Dia Ghosh & Tiffany Henry
- Scribe: Eric RW, Cecilia Wessinger
- Participants: La Shana Lewis, Lindsey Harrison, Sheena Fowler, Hassan Bazzi

PARKING LOT

Note ideas and topics that come up during today's call that are outside of the agenda for future discussion.

10-20 min - Welcome & Introduction:

- Quick Intro
- Question of the Day (Popcorn!)
 - Earliest happy memory
 - LaShanna~ walking for the 1st time to retrieve a ball.
 - Dia~ 1st time on the tennis court
 - Lindsey~no recollection, ran a half marathon recently
 - Eric~ playground spinny thing, pieces coming together on a tough problem
 - Cecilia - riding a St. Bernard!
 - Tiffany - Goodbye song from the park
 - Fay - Ballet Class is awesome!
 - Sheena - growing up in FL at Intercoastal w/ Manatees!
 - Hassan - crush on my pre-school teacher
 -
- Request for 2-3 note-takers
- General Updates
 - ESHIP Save the Date (September 15-16)

30-40 min - Main Meetup Activity:

Highlights from Rural Rise Summit
Rural Ecosystem Building

Reflections from Dia:

- Entrepreneurs in rural environments don't always feel connected - or even that they're entrepreneurs
- Storytelling is important

- Success can look different in a rural community
- Sometimes/often communities need to solve their own problems
 - [Native Women Lead](#)
 - AR program (?)
 -
- “My Kind of Livable” from LOR Foundation
(<https://mekanic.com/portfolio/lor-mkol/>)
- Ecosystem builders wear many different hats in a rural setting

Tiffany reflections on rural work:

- COVID - related challenges - related to aging population
 - Need for younger people to participate in biz ecosystem as workers/customers
- Entrepreneurship can be isolating already - especially so with many rural populations
- Digital Divide is real
- Working with and leaning on existing networks for people and business
 - Main Street programs

What challenges are folks experiencing?

(Also, the importance of using inclusive language in inviting participation - how can we do better?)

Digital Access is *STILL* a big problem for many people, neighborhoods and regions

Divides & Barriers around folks who grow up/are “poor” - and don’t have access to some of the entry points and resources, or perceive that some resources aren’t for them.

Mobile-Friendly can assist in wider participation

Some Communities are making public spaces into neighborhood hotspots: parks, schools...

Perception is or can be an obstacle. Places like Orlando are perceived as one thing, but there’s lack of awareness of the larger ecosystem (farms! Other biz that isn’t tourism!)

Going to Lindsay’s comment earlier... entrepreneurship is often seen as specific to startups or tech or whatever... it’s much broader (and we need to find ways to welcome all entrepreneurs)

More on the importance of digital access/inclusion:

<https://thehill.com/opinion/technology/490151-how-covid-19-is-proving-the-urgency-of-delivering-universal>

Big Question from Cecilia:

How might rural communities learn from cities/urban? AND what might cities learn from the strengths of rural places?

Are there strengths that small cities/big towns have that might apply to rural and vice versa?

Good reflections - lots to consider, not just divides or opposites.

What are we taking for granted?

old/young; urban/rural, poor/rich; connected/not connected; banked/un-banked - and the list goes on

WEDNESDAY, June 3, 2020

Link to Zoom Recording: <https://youtu.be/7zMK9eMiOTo?t=148>

• AGENDA 10-20 min - Welcome & Introduction: • Quick Intro • Question of the Day (Popcorn!) • Request for 2-3 note-takers • General Updates 30-40 min - Main Meetup Activity: Special Guest: Melanie Thornton - Coordinator of Access and Equity Outreach w/ Partners for Inclusive Communities at University of Arkansas 10-15 min - Other Project Team Updates (if available) Closing Q&A or urgent points from the Agenda and Notes Document	
CALL NOTES ROLL CALL • Co-Hosts: Tiffany Henry • Presenter: Melanie Thornton • Scribe: Eric Renz-Whitmore • Participants: Andrew Atter, Cecilia Wessinger, Eric Renz Whitmore, Fay Horwitt, Jennifer Wong, LaShana Lewis, Melanie Thornton, Richard Lin, Tiffany Henry <i>Capture key insights, takeaways, and project team updates.</i> Popcorn/Opening question: How are we arriving today (however you choose to define that)? Special Guest: Melanie Thornton - Coordinator of Access and Equity Outreach w/ Partners for Inclusive Communities at University of Arkansas Accessible Webinars (lessons learned) in Removing Barriers to Online Presentation Delivery	

*Have a comment, idea, question...or just want to say "Hello"? We'd love to hear from you.
Please contact the ESHIP Community Activator Team at eshipgoals@gmail.com.*

“Identifies as non-disabled”

What can non-disabled people do to design for inclusion?

How can we provide accommodations?

Starts with the Invite - asking questions about access and needs

Being prepared to offer accommodations (have those thought through, and ready if possible)

Prepare materials and make them available through alternate routes

<https://exploreaccess.org/handouts/>

Save as PDF more accessible than Print to PDF!?

FYI, Melanie’s organization is on twitter here:

<https://twitter.com/UofAPartners>

Lots of great content in this deck. We’ll try to share a link here!

Want to learn more about all the goals, the projects being discussed and the people involved?

Visit the ESHIP Community Dashboard:

<https://sites.google.com/view/eshipcommunitydashboard/beta-dashboard>

And Goal 1 here:

<https://sites.google.com/view/eshipcommunitydashboard/goals-initiatives/goal-1-inclusive-field>

SUMMARY

Introduction to the new goal calls and getting a sense of who’s involved.

Topic for the future:

WEDNESDAY, May 6, 2020

Link to Presentation: <https://youtu.be/t7QVtSrU1t4?t=160>

ROLL CALL

- Co-Hosts: Tiffany Henry, Eric, Dia & Hassan
- Scribe: Eric, Dia
- Participants: Eric Renz-Whitmore, Tiffany Henry, Liva Echwald-Tijssen, LaShana Lewis, Dia Ghosh, Katie Gales, Cecilia Wessinger, Amy Hopper, Lindsey Harrison, Mark Lawrence, Donald Wood, Jose Alvarez, Christine Lai

AGENDA

10-20 min - Welcome & Introduction:

- Quick Intro
- Question of the Day (!)
- Request for 2-3 note-takers
- General Updates

30-40 min - Main Meetup Activity:

Donald Wood, Executive Director, Just Communities of Arkansas

10-15 min - Other Project Team Updates (if available) Closing Q&A or urgent points from the Agenda and Notes Document

5 min - Urgent Points & Action Items from the Agenda & Notes document

CALL NOTES

Donald Wood, Executive Director, Just Communities of Arkansas

<http://www.arkansasjustcommunities.org/>

Tripping over Truth - looking at their work in Co-Creating Courageous Spaces

Donald shared a framework and several prompts they use to start and begin to address where we are and how we begin to address issues around equity and inclusion. Powerful and effective content that may be valuable in many of our own worlds. We'll share deck when available.

Referred to in the call:

Bobbie Harro's Cycle of Liberation

<https://geography.washington.edu/sites/geography/files/documents/harro-cycle->

PARKING LOT

Note ideas and topics that come up during today's call that are outside of the agenda for future discussion.

FYI: My system is being a little wonky and losing connection. I've noticed items I've updated aren't always staying updated

of-liberation.pdf Building an Inclusive Field A look at the coining and history of “intersectionality” Kimberlé Crenshaw <i>Additional Links and info:</i> <i>Cycle of Liberation, Bobbie Harro</i> https://geography.washington.edu/sites/geography/files/documents/harro-cycle-of-liberation.pdf	
SUMMARY <i>Introduction to the new goal calls and getting a sense of who's involved.</i> Topic for the future:	

WEDNESDAY, APRIL 1, 2020

Link to Zoom Recording: <https://youtu.be/6C9Z-121HB0?t=215>

ROLL CALL - Co-Hosts: Tiffany Henry, Eric, Dia & Hassan - Scribe: Eric, Dia - Participants: Eric Renz-Whitmore Sheena Fowler, Tiffany, Liva Echwald-Tijssen, LaShana Lewis, Hassan Bazzi, Dia Ghosh, Katie Gailes, Cecilia Wessinger	PARKING LOT <i>Note ideas and topics that come up during today's call that are outside of the agenda for future discussion.</i> Lessons Learned: Get Started
AGENDA 10-20 min - Welcome & Introduction: - Quick Intro - Question of the Day (!) - Request for 2-3 note-takers - General Updates 30-40 min - Main Meetup Activity: Goal 1 Call will discuss ways ecosystem builders have had to adapt and innovate to support entrepreneurs who are experiencing heightened social disparity due to COVID-19. 10-15 min - Other Project Team Updates (if available) Closing Q&A or urgent points from the Agenda and Notes Document 5 min - Urgent Points & Action Items from the Agenda & Notes document	Get Key folks together for regular communications Opportunity to help shape policy to make systems and support more inclusive
CALL NOTES	

*Have a comment, idea, question...or just want to say "Hello"? We'd love to hear from you.
Please contact the ESHIP Community Activator Team at eshipgoals@gmail.com.*

Capture key insights, takeaways, and project team updates.

Check-in Question: "What's a tool or resource (or coping mechanism) you've been using to deal with this situation?"

Dia - Zoom has been a useful tool. Lines between personal and professional is more

Sheena:

Tiffany: Gives herself permission to... let things go - or whatever she needs!

Liva - Prioritizing.

Hassan: Taking breaks throughout the day - stepping away and focusing on something different even if for a few minutes.

LaShana - In St. Louis | Reached out to friends from different work scenarios/different locations...helped to catch-up and motivate each other.

Kaitie -

Eric - Using the (actual) phone to talk with friends

Cecilia - ESHIP Summit is likely be postponed and an announcement will be made soon | More Zoom time with friends | Workout setup at home

Tiffany introduces the topic for today's call:

Goal 1 Call will discuss ways ecosystem builders have had to adapt and innovate to support entrepreneurs who are experiencing heightened social disparity due to COVID-19.

La Shana - STL-based - focused on early stage women-owned and black-owned business

Created a resource doc for the community including special discounts and other resources.

<https://www.stlequitycollective.org/post/online-collaborative-resources-for-small-businesses>

Online Collaborative Resources: <https://bit.ly/STLBizResources>

Financial Resources: <http://bit.ly/STLFinancialResources>

Additional Medium post:

<https://medium.com/@lmlewis517/why-black-folks-dont-move-1e2cf24c1b>

Sheena - Runs regional Tech Council in 7 county area in Florida. Put a weekly call together on zoom for leaders, regular communication among key organizations in the region.

Dia - Picking up the phone and calling people who are not "online".

Rural Broadband -

<https://thehill.com/opinion/technology/490151-how-covid-19-is-proving-the-urgency-of-delivering-universal>

Hassan - Detroit - looking at digital divide in Detroit area. Not just connectivity, but also equity and inclusion issue.

Opportunity to look at things from more of a systems perspective.

Liva - Denmark - how do we intentionally design for Equality

"A magnifying glass for any inequality in society" Amazing safety net for employed people... but the virus made the vulnerability of startup entrepreneurs and self-employed extremely visible. Their "Safe Society" isn't safe for everyone.

Their EBs have been working with Gov on policy to improve the system - and making a difference.

Challenges in the virtual world:

Livia - Eye contact and smiles- hack by putting a smile pic by the camera so we're not looking at someone's forehead.

LaShana - Personalized/meaningful backgrounds that work - test to make sure virtual backgrounds work (so other folks know she likes Star Trek)

(Note that virtual backgrounds are often designed to favor light skin tones)

Hassan - include your personality and world so folks see we're all human:

Cecilia's Springsteen Poster; colleague's kids

Sheena - letting down some of those barriers make it easier for others to do the same and share more of their selves

Event Updates:

(These events were previously posted. All organizations are considering options related to COVID-19.)

ESHIP Summit is June 29 - July 2 2020 (Now postponed)

<https://www.kauffman.org/eship-summit/overview>

Tech Inclusion has two big events coming up - this year in San Francisco and NYC. Learn more about them and their organization:

NYC (May 2020): <https://ny20.techinclusion.co/>

San Francisco (October 13-15) <https://sf20.techinclusion.co/>

SUMMARY

Introduction to the new goal calls and getting a sense of who's involved.

Topic for the future:

*Have a comment, idea, question...or just want to say "Hello"? We'd love to hear from you.
Please contact the ESHIP Community Activator Team at eshipgoals@gmail.com.*

WEDNESDAY, MARCH 4, 2020

Link to Zoom Recording: <https://youtu.be/CwoE1X9JUSs?t=728>

ROLL CALL

- Co-Hosts: Eric Renz-Whitmore, Dia Ghosh
- Scribe: Dia Ghosh, Eric Renz-Whitmore
- Participants: Antonia Ford, Cecilia Wessinger, Dia Ghosh, Eric Renz-Whitmore, Jose Alvarez, Liva Echwald- Tijssen, Sheena Fowler

PARKING LOT

Note ideas and topics that come up during today's call that are outside of the agenda for future discussion.

AGENDA

10-20 min - Welcome & Introduction:

- Quick Intro
- Question of the Day (!)
- Request for 2-3 note-takers
- General Updates

30-40 min - Main Meetup Activity:

10-15 min - Other Project Team Updates (if available) Closing Q&A or urgent points from the Agenda and Notes Document

5 min - Urgent Points & Action Items from the Agenda & Notes document

CALL NOTES

Capture key insights, takeaways, and project team updates.

Question: What (resources) have you used to help inform your work around inclusive ecosystem building?

A few highlights:

Distributed podcast - Eric (episode link)

Jose -

Dia - Being intentional

Antonia (Change Catalyst) - attending a lot more events, connecting and getting different perspectives & issues

Liva (Female Founders of the Future) - working on report with an eye toward inclusion: what to do as a startup, what do do as an investor

Where can we intentionally design for equality?

Designed 7 Principles/Guidelines for conversations

Sheena - We found that national programs have been really supportive of bringing out more partners that we may not have been working with. For example, Rise of the Rest.

We also executed a survey of women's initiatives via phone with over 80 participants to understand how we can better serve our community.

Cecilia: Google Search helps her capture news and information around DEI topics; conversations with people

Key question on Speakers Bureau Purpose:

Cecilia asked whether the Speakers Bureau Initiative was meant a bureau for folks to speak on topics around Inclusion, or for a more diverse and inclusive list of speakers on topics around ecosystem building and entrepreneurship. Strong consensus for the latter!

Lynn Roseberry & Liva Echwald- Tijssen

7 GUIDING PRINCIPLES FOR DISCUSSING GENDER EQUALITY

1 AVOID GENERALIZING ABOUT MEN AND WOMEN

2 DISTINGUISH BETWEEN VALUES, OPINIONS, PERSONAL EXPERIENCE, AND PROVEN FACTS

3 SHARE PERSONAL EXPERIENCES TO EXPLAIN YOUR PERSPECTIVE OR OFFER A HYPOTHESIS

4 BE CURIOUS ABOUT OTHER PEOPLE'S EXPERIENCE

5 RECOGNIZE THE LIMITS OF YOUR KNOWLEDGE AND EXPERTISE

6 ACKNOWLEDGE AND RESPECT DIFFERENCES OF OPINIONS AND VALUES

7 AVOID "FIX-THE-WOMEN" OR "FIX-THE-MEN" SOLUTIONS

(<https://femalefoundersofthefuture.dk/>)

One of the sources for today's conversation is a post from Dell Gines (Federal Bank, Kansas City):

"...speaking to economic development student's at the Harvard Kennedy School in a special economic development seminar. The topic will be on inclusive economic development and entrepreneurship ecosystems. Here is the pre-reading list the organizer pulled together for the students. For those interested, these are some pretty good overview articles that touch on inclusivity in ecosystems building and entrepreneurship."

https://www.linkedin.com/pulse/reading-list-inclusive-economic-development-dell-gines?fbclid=IwAR32onLDdvdzuy1u_CcBxuzMveV6OW4Epo hQyh48-nsUAb6jnt-sSePMQmI

Antonia: shared Change Catalyst's work around designing inclusive events both for themselves and clients...the importance of looking at events through different participants' eyes and experiences.

Menus, non-gendered spaces, but need for adaptation and gendered space.

<https://changepcatalyst.co/change-catalyst-tool-kits/change-catalyst-inclusive-events-toolkit/>

Dia's Question - how do you start heading down the road for more productive conversations around equity and inclusion?

Jose - focus is to open opportunities for latino entrepreneurs - increase access. Approach regarding gender and other factors has been to model the community they work with through board leadership - and other staff/team members. Representation.

Liva -

Our experience: Find common ground. Focus on potential. Creating safe spaces where no one is shamed or blamed, yet more focus on roles and responsibility.

Cecilia shared an image/model Kauffman has been using around how the ESHIP initiative conceives our work toward collaboration:

<https://docs.google.com/drawings/d/1cbEiDlu06anMW1yJeqJRkMiNUyxO1DEIELsNg5RJeYE/edit?usp=sharing>

Sheena Fowler

We have created a regional score card to create a baseline of how we measure where our community is going towards the goal of having the opportunity of prosperity for all <https://news.orlando.org/l/orlando-prosperity-scorecard/>

Cecilia shared an experience with a group where many had a bias toward "Doing" vs. other activities - there are a lot of different dynamics to consider in making the most of people's participation.

Eric -

I've found some of the tools from RaceForward to be very valuable:

<https://www.raceforward.org/practice/tools>

In particular, their Racial Equity Impact Assessment Toolkit:

<https://www.raceforward.org/practice/tools/racial-equity-impact-assessment-toolkit>

Cecilia update on ESHIP Summit

Dia Question: Are there any ideas for topics/discussions everyone would like to focus on for the next meeting?

—

General Updates: Forward Cities National Conference looks at developing inclusive entrepreneurial ecosystems across our network. Join us June 10-12 in Columbus, Ohio: http://www.cvent.com/events/forward-cities-2020-national-conference-e3-community-trust-in-action/event-summary-b8e0f0bea5bd4d09a16186d195e84ddf.aspx ESHIP Summit is June 29 - July 2 2020 https://www.kauffman.org/eship-summit/overview Tech Inclusion has two big events coming up - this year in San Francisco and NYC. Learn more about them and their organization: NYC (May 2020): https://ny20.techinclusion.co/ San Francisco (October 13-15) https://sf20.techinclusion.co/	
SUMMARY <i>Introduction to the new goal calls and getting a sense of who's involved.</i> Topic for the future:	

WEDNESDAY, FEBRUARY 5, 2020

Link to Zoom Recording: <https://youtu.be/7Dgjk7CHVRk?t=90>

ROLL CALL - Co-Hosts: Eric Renz-Whitmore, Tiffany Henry & Hassan Bazzi - Scribe: - Participants: Jose Alvarez, Anika Horn, Cecilia Wessinger, Katie Gailles, Antonia Ford, Danielle Steer, Maleika Robinson, Grace Rodriguez, Erin Baca	PARKING LOT <i>Note ideas and topics that come up during today's call that are outside of the agenda for future discussion.</i>
AGENDA 10-20 min - Welcome & Introduction: - Quick Intro - Question of the Day (!) - Request for 2-3 note-takers - General Updates 30-40 min - Main Meetup Activity Guest Speaker: Natalie Self shares "What Inclusion Open Has Taught Me About Equitable Ecosystem Building" - her personal take on the impact and conversations around the Inclusion Open initiative. More about Natalie here:	

*Have a comment, idea, question...or just want to say "Hello"? We'd love to hear from you.
 Please contact the ESHIP Community Activator Team at eshipgoals@gmail.com.*

<https://www.kauffman.org/who-we-are/leadership-and-associates/associates/natalie-self>

10-15 min - Other Project Team Updates (if available) Closing Q&A or urgent points from the Agenda and Notes Document

5 min - Urgent Points & Action Items from the Agenda & Notes document

CALL NOTES

Capture key insights, takeaways, and project team updates.

Question: what have you heard, listened to, read recently related to diversity/inclusion that opened your thinking and impacted you?

A few highlights:

Eric RW: Scene on Radio, which previously had a season encouraging white folks to learn more about Racism ("Seeing White" Season Two) has a new season on the birth of the US that also confronts racism and inequity, <https://www.sceneonradio.org/>

Anika Horn: profiled Forward Cities' Fay Horwitt here: <https://www.socialventurers.com/fay-horwitt/> - also shared that the Storytelling Initiative's "Unsung Heroes Campaign" received over 70 nominations!

Natalie Self shared a new book by, Trista Harris: Future Good
More at: <http://tristaharris.org/>

Antonia Ford shared that in 2020 Tech Inclusion will have two big conferences, this year in San Francisco & NYC. Also noted that a priority this year will be the development of tech talent.
More at: <https://techinclusion.co/>

Natalie Self

"What Inclusion Open Has Taught Me About Equitable Ecosystem Building"
Find her at : Nself @ kauffman.org
Also on twitter at <https://twitter.com/nataliemself>

What is "Inclusion Open"
Started 2016, program in 2017 and 2019. Program is now sunsetted.
For info about the program and its participants, visit:

<https://www.kauffman.org/what-we-do/entrepreneurship/market-gaps/inclusion-open>

About 50 organizations, serving 12,242 entrepreneurs

Serving entrepreneurs from communities that have been systemically left behind

5 themes:

- National Philanthropy won't save us (nor will national orgs)
- Critical that we're clear on our Theory of Change - Why?
- Make sure that EBs understand what gatekeepers are looking for - to share with Entrepreneurs
- We have to constantly balance teaching fish to exist/survive/succeed in the groundwater and also work on changing the groundwater
- How we do our work is just as important as the work we do? / Being Intentional

Shared a worksheet developed from work by Tema Okun adapted for ACCE to provide alternative, positive approaches ("Something Different") to those normally seen in white supremacist culture.

Worksheet Link: http://bit.ly/Okun_SomethingDifferent

Examples of programs that do well... hesitant to share, but this is a top of mind set that represent these themes and tips:

#2 [Epicenter Memphis](#) has a very specific theory and process for their work

#3 [Cincinnati Business Accelerator](#) is particularly good about hand-offs

#4 [Propeller](#) in NOLA, STL Program (?)

#5 [Black Girl Ventures](#), [Elemental Accelerator](#)

General Updates:

ESHIP Summit is June 29 - July 2 2020

<https://www.kauffman.org/eship-summit/overview>

SUMMARY

Introduction to the new goal calls and getting a sense of who's involved.

Topic for the future:

*Have a comment, idea, question...or just want to say "Hello"? We'd love to hear from you.
Please contact the ESHIP Community Activator Team at eshipgoals@gmail.com.*

WEDNESDAY, JANUARY 8, 2029

Link to Zoom Recording: https://youtu.be/H6Utox_mtx0?t=149

ROLL CALL

- Co-Hosts: Cecilia Wessinger &
- Scribe: ERW+
- Participants: Cecilia Wessinger, Tiffany Henry, Hassan Bazzi,

AGENDA

10-20 min - Welcome & Introduction:

- Quick Intro
- Question of the Day (!)
- Request for 2-3 note-takers
- General Updates

30-40 min - Main Meetup Activity/Curated Content: Developing a Project Canvas for Goal 1.2 (Ecosystem Builders Speaker Bureau)

10-15 min - Other Project Team Updates (if available) Closing Q&A or urgent points from the Agenda and Notes Document

5 min - Urgent Points & Action Items from the Agenda & Notes document

CALL NOTES

Capture key insights, takeaways, and project team updates.

In this make-up call, some of the ESHIP Goal #2 key players got together to discuss how we, our group and this discussion in its various forms can help Ecosystem Builders deal with DEI issues in their communities and in the field as a whole.

These are a few things we discussed:

HISTORIES

Discussion and acknowledgement of the history of a place often has value, especially in including people and groups that were injured or not included in the past (editorial note: we recognize that inequities within many systems are ongoing).

Examples we touched on included:

Restorative work in New Mexico around the Spanish conquest of the area and Pueblo Revolt ([wiki](#))

PARKING LOT

Note ideas and topics that come up during today's call that are outside of the agenda for future discussion.

*These *might* be some notes... items I captured from chat:*

From Tiffany Henry to Everyone: 11:08 AM

How do we continue to champion DEI issue that arise in the act of doing our work, and not unintentionally perpetuate the exclusionary systems that got us here in the first place?

From Me to Everyone: 11:15 AM

How do we deal with History? How do we create environments where people feel safe to participate?

And while I/we started with more race & cultural histories... how do we make sure we're working with other groups who haven't been included or had access to resources.

From Me to Everyone: 11:26 AM

Can history inform and assist in not only acknowledging and dealing with past injustice, but also include some of the positive histories that can help unite community?

Have a comment, idea, question...or just want to say "Hello"? We'd love to hear from you.

Please contact the ESHIP Community Activator Team at eshipgoals@gmail.com.

Tulsa Race Massacre

Detroit Riots

HOW DO WE CREATE A SENSE OF BELONGING WHEN PEOPLE ENTER THE ROOM (EVENT, ETC.)?

Grappling with how we can encourage trust and belonging... (e.g. 1MC greeters)? Acknowledging a natural tendency to flock... how might we acknowledge that, and also find ways to shake things up and foster different connections.

Also recognizing that there can be a great deal of fragility around DEI, Racial and historical issues - and that there are those who will choose not to participate if that's the main topic (or even on the agenda).

How do we communicate the benefit of having an inclusive field?

How do we deal with fragility?

IMPROVING DEI IN OUR ECOSYSTEM WORK

Dealing with assumptions about who is/can be connected... getting past that might include getting into neighborhoods, faith-based groups - helping those gatherings happen in whatever way.

Creating "the Space and the grace" for the conversations people want and need to have.

What are our (participants') top three takeaways?

Can we identify and share an action item/call to action?

(with an eye toward a sprint/something that contributes to the next ESHIP Summit and Playbook.)

A few words from today's participants:

Work!

Courage

Transformation

Advocating (for the work that we do)

Want to learn more about all the goals, the projects being discussed and the people involved?

Visit the ESHIP Community Dashboard:

<https://sites.google.com/view/eshipcommunitydashboard/beta-dashboard>

And Goal 1 here:

<https://sites.google.com/view/eshipcommunitydashboard/goals-initiatives/goal-1-inclusive-field>

We also have a slack channel at eshipcommunity.slack.com - ask and we can get you an invite :)

This could work too:

<https://www.google.com/url?q=https%3A%2F%2Feshipcommunity.slack.com%2Fmessages&sa=D&sntz=1&usg=AFQjCNGl0C0otwqoTJVwkXJ6tpxtknxJcA>

FYI - may require additional approval to work.)

SUMMARY

Introduction to the new goal calls and getting a sense of who's involved.

Topic for the future:

WEDNESDAY, DECEMBER 4, 2019

Link to Zoom Recording: <https://youtu.be/O9wPnosUtJk?t=286>

ROLL CALL

- Co-Hosts: Cecilia Wessinger &
- Scribe: ERW+
- Participants: Cecilia Wessinger, Tiffany Henry, Maleika Robinson, Hassan Bazzi, Amy Hopper, Eric Renz-Whitmore, Beth Zimmer

PARKING LOT

Note ideas and topics that come up during today's call that are outside of the agenda for future discussion.

AGENDA

10-20 min - Welcome & Introduction:

- Quick Intro
- Question of the Day (!)
- Request for 2-3 note-takers
- General Updates

30-40 min - Main Meetup Activity/Curated Content: Developing a Project Canvas for Goal 1.2 (Ecosystem Builders Speaker Bureau)

At the 2019 ESHIP Summit a group created a hackathon canvas. (link below). At this point there has been no project team formed from this group (that we know of) and we would like to explore expanding on some of their ideas and creating a revised canvas. Members of that group invited to join and perhaps build a project if there is energy in moving this forward.

Project Canvas Unique and Memorable Name for the Project: <u>KALEIDASPEAK</u>		Goal: <u>1</u> Initiative: <u>1.2</u>
Project Description: <u>A DATABASE OF DIVERSE SPEAKERS TO PRESENT ON TOPICS OF ENTREPRENEURSHIP & ECOSYSTEM BUILDING.</u>		Outline of Project Execution: - COLLECT SPEAKER INFO - SIEGE SPEAKER INFO - PROVIDE ACCESS TO SEARCH SPEAKERS - PROVIDE ACCESS TO SEARCH SPEAKERS - EVALUATE SPEAKERS & USAGE (FEEDBACK) <u>YETTING PROCESS</u> - FUNDING MODEL - SP DEVELOPMENT - TRAVEL - COMMISSION <u>REFUTED STATE</u>
Target Market: <u>ECOSYSTEM BUILDERS (MVP)</u> + EVENT ORGANIZERS + ECOSYSTEM PARTNERS	Value Proposition: <u>EASILY FIND PEOPLE & EXPERTISE WITH DIVERSE EXPERIENCES & APPROACHES, MITIGATING CURRENT DISPARITIES</u>	Metrics: <u># OF SPEAKERS ENROLLED</u> <u>DIVERSITY OF DIVERSE DEMOGRAPHICS</u> <u># OF INQUIRIES</u> <u># OF SPEAKERS UTILIZED/Hired</u> <u>5 YRS ANALYTICS</u>
List Today's Project Roundtable Participants <u>GRACE R.</u> <u>CARLOS S.</u> <u>ADAM S.</u> <u>ED JAMES</u> <u>SABRINA S.</u> <u>RYAN L.</u> <u>DANN M.</u> <u>ROSIE E.</u>	Team: <u>ADMINISTRATOR - DATABASE</u> <u>MARKETING - FUND, ATTRACT SPEAKERS</u> <u>AD. BOARD - OVERSEE, ENSURE EQUITY & DIVERSITY</u>	Resources: <u>- FUNDING REQ</u> <u>* SPREADSHEET, DATABASE, TOOLS</u> <u>* MAIL MANAGEMENT SYSTEM</u> <u>* STAFF</u>
Scale and Sustainability: <u>* EXPANSION: FROM ESHIP COMM TO BROADER AUDIENCE</u> <u>* INCREASE FUNDING TO DIVERSE POPULATIONS</u> <u>* INCREASE ACCESS TO DIVERSE INDUSTRIES</u> <u>* INCREASE ACCOUNTABILITY OF PRESS TO HAVE DIVERSE SPEAKERS ON STAGE</u>		How Would we Test This <u>LAUNCH MVP AT ESHIP : SEE ACTIVITY STREAM FOR GOOGLE DOC - SIGN UP !!!</u>

- Revised Project Canvas (blank)
 - [Link](#) (save as for an editable version)
- Find this project and more samples from the 2019 ESHIP Summit Hackathon [here](#)

10-15 min - Other Project Team Updates (if available) Closing Q&A or urgent points from the Agenda and Notes Document

Have a comment, idea, question...or just want to say "Hello"? We'd love to hear from you.
Please contact the ESHIP Community Activator Team at eshippgoals@gmail.com.

5 min - Urgent Points & Action Items from the Agenda & Notes document

CALL NOTES

Capture key insights, takeaways, and project team updates.

Want to learn more about all the goals, the projects being discussed and the people involved?

Visit the ESHIP Community Dashboard:

<https://sites.google.com/view/eshipcommunitydashboard/beta-dashboard>

And Goal 1 here:

<https://sites.google.com/view/eshipcommunitydashboard/goals-initiatives/goal-1-inclusive-field>

10-20 min - Welcome & Introduction:

- Quick Intro
- Question of the Day (!)
- Request for 2-3 note-takers
- General Updates

30-40 min - Main Meetup Activity/Curated Content: Developing a Project Canvas for Goal 1.2 (Ecosystem Builders Speaker Bureau)

Cecilia led a working session to populate a Project Canvas for an Ecosystem Builders Speaker Bureau with call participants. (place link here)

- Revised Project Canvas (blank)
 - Mission
 - Human Resources Required
 - Speakers
 - What does curation look like?
 - How do you test the project or get it started (MVP)
 - Google Form
 - Google Spreadsheet
 - Accessible Place to host info
- Find this project and more samples from the 2019 ESHIP Summit Hackathon [here](#)

10-15 min - Other Project Team Updates (if available) Closing Q&A or urgent points from the Agenda and Notes Document

5 min - Urgent Points & Action Items from the Agenda & Notes document

Other links, resources and notes from the call:

Also... Want to get more involved? Connect with the ESHIP Community on Facebook:

<https://www.facebook.com/groups/1040270232775815/?ref=bookmarks>

We also have a slack channel at eshipcommunity.slack.com - ask and we can get you an invite :)

This could work too:

<https://www.google.com/url?q=https%3A%2F%2Feshipcommunity.slack.com%2Fmessages&sa=D&sntz=1&usg=AFQjCNGLO0C0otwqoTJVwkXJ6tpxtknxJcA>

FYI - may require additional approval to work.)

SUMMARY

Introduction to the new goal calls and getting a sense of who's involved.

Topic for the future:

WEDNESDAY, NOVEMBER 6, 2019

Link to Zoom Recording: <https://youtu.be/ObRxIMO-HeU>

ROLL CALL

- Co-Hosts: Maleika Robinson, Hassan Bazzi, Eric Renz-Whitmore
- Scribe: ERW+
- Participants: Christine Mihelcic, Melinda Epler, Antonia Ford, Hassan Bazzi, Maleika Robinson, Cecilia Wessinger, Liva Echwald-Tijsen, Beth Zimmer

PARKING LOT

Note ideas and topics that come up during today's call that are outside of the agenda for future discussion.

AGENDA

5 min - Intro:

- Our intro 'popcorn' question for today:
- "Share a time when you felt like an outsider?"
- Request for 2-3 note-takers

5-15 min - Updates:

- General Updates - *Include any events, important updates from the last call, etc.*
- Project Team Updates - 2-3 minute updates from each project team
 - 1.1 Diverse NRP Leadership
 - Ecosystem Builders Speaker Bureau
 - Ecosystem Builder Fellowship

30-40 min - Main Meetup Activity/Curated Content

- DISCUSSION:

10 min - Closing Q&A or urgent points from the Agenda and Notes Document

CALL NOTES

Capture key insights, takeaways, and project team updates.

Our intro 'popcorn' question for today:

"Share a time when you felt like an outsider?"

General Updates:

Melinda shared/updated the announcement of the Icon Project & Summit event (12/3) in NYC

General info: <https://iconproject.co/>

"Icon Summits create space for Black and Brown men in tech to speak candidly about their experiences and collaborate with each other on solutions that help them achieve greatness."

Summit info: <https://iconproject.co/events-summits-workshops/>

Hassan shared info on a new CDFI training coming soon in Detroit:

<https://capitalimpact.submittable.com/submit/af3dc003-be54-415e-a444-3bdef52b5076/detroit-2020-equitable-development-initiative-application>

Beth highlighted the work of the 3rd Space Action Lab in Cleveland:

<https://3rdspaceactionlab.co/>

“Prototyping creative place-based solutions to socioeconomic problems using human-centered insights.”

Discussion around the data available around diversity:

Melinda shared:

https://www.mckinsey.com/~media/McKinsey/Business%20Functions/Organization/Our%20Insights/Delivering%20through%20diversity/Delivering-through-diversity_full-report.ashx

Cecilia shared:

<https://www.galidata.org>

Christine (and Cecilia) discuss efforts to inclusion around disabilities.

Question for today:

“What does inclusivity mean to you (in best practices)?”

Liva: Women’s Entrepreneurship Day in Denmark - helping women start and grow their own businesses. What can they learn from programs in Sweden and elsewhere? Access to new business models and ways of thinking about business. Finding new ways to work with inclusion...

Question/discussion around how we deal with “Diversity of Thought” being raised in discussions/activities around diversity and inclusion.

Melinda shared a response (that I couldn’t fully capture):

“Yes, Diversity of Thought, which comes from Diversity of Experience, which comes from... all the different (dimensions) of... “

<https://www.developdiverse.com>

Project Updates:

Want to learn more about all the goals, the projects being discussed and the people involved?

Visit the ESHIP Community Dashboard:

<https://sites.google.com/view/eshipcommunitydashboard/beta-dashboard>

And Goal 1 here:

<https://sites.google.com/view/eshipcommunitydashboard/goals-initiatives/goal-1-inclusive-field>

10 min - Closing Q&A or urgent points from the Agenda and Notes Document

Other links, resources and notes from the call:

SUMMARY

Introduction to the new goal calls and getting a sense of who's involved.

Topic for the future:

WEDNESDAY, OCTOBER 2, 2019

Link to Zoom Recording: <https://youtu.be/FTgW8bwhnDg?t=209>

ROLL CALL

- Co-Hosts: Tiffany Henry, Maleika Robinson
- Scribe:
- Participants: Carlos Sanchez (Ferris State University - Latino Business and Economic Development Center / Grand Rapids, MI), Antonia Ford (Change Catalyst / San Francisco, CA), Cecilia Wessinger (Kauffman/Tulsa, Oklahoma), Maleika Robinson (Eastside Collaborative /Kansas City, MO), Eric Renz-Whitmore (Forward Cities/ Albuquerque, New Mexico), Jeff Bennett (Change Catalyst/Sacramento, CA), Salem Kimble (Change Catalyst)

PARKING LOT

Note ideas and topics that come up during today's call that are outside of the agenda for future discussion.

AGENDA

5 min - Intro:

- Quick Intro - What is your favorite season and why?
- Request for 2-3 note-takers

5-15 min - Updates:

- General Updates -*Include any events, important updates from the last call, etc.*
- Project Team Updates - 2-3 minute updates from each project team
 - 1.1 Diverse NRP Leadership
 - Ecosystem Builders Speaker Bureau
 - Ecosystem Builder Fellowship

30-40 min - Main Meetup Activity/Curated Content

- DISCUSSION: What are you doing in your ecosystem to reduce barriers (and/or make it more inclusive)?
 -

10 min - Closing Q&A or urgent points from the Agenda and Notes Document

CALL NOTES

Capture key insights, takeaways, and project team updates.

Antonia shared the Change Catalyst 5 Year Impact Report about the work that Change Catalyst has done over the last 5 years to improve the state of diversity and inclusion across the global tech industry:

<https://changepcatalyst.co/change-catalyst-impact-report/>

Project Updates:

No specific movement on identified projects within Goal #1

Eric shared some general info about “Regional Summits” project in Goal 2 - and a possible Goal

Costarters is kicking off a co.builders - 9 month program to meet online - Ecosystem builder fellowship; Cecilia is working on cultural competency with this.

Question:

Carlos - dealing with language barrier, introducing Co.Starters training in Spanish. Co.Starters translated their content and adapted it for a Spanish speaking audience. Carlos was a facilitator and requested this.

Bilingual dictionary for special terms is important.

Maleika working with Gabe Munoz (ESHIP Communities) on a topic for GEW in the Kansas City area about including more entrepreneurs. (More shout-outs for Gabe!)

Black Tech Week w/ Felecia Hatcher coming to KC too!?

Jeff shared story about “New Majority” work from Steven Rodriguez and others in the DC area. The Face of Entrepreneurship is changing!

<https://medium.com/costarters-intersections/reframing-the-entrepreneurship-narrative-through-stories-of-the-new-majority-b9ec0cf1fa3b>

Antonia shared a bit of the story on the TechInclusion job fair. The Talent is there, but the “pipeline” has been - or is perceived to be - a challenge. Their Job Fair now includes over 40 major companies looking for more diverse talent. Additional info/perspective from Salem: the need to educate participants/partners/providers about different aspects of “Inclusion” (e.g. interpreters, restrooms, dietary considerations - and much more - all need to be considered!)

Many considerations, but foremost is that attendees need to see themselves in who they see on stage (e.g. ethnicity, gender, age, formerly incarcerated...).

Change Catalyst toolkits on Creating Inclusive Events and more!

<https://changecatalyst.co/change-catalyst-tool-kits/>

Maleika question about moving past the good and intentional bringing people together for events and into something more natural (?) where inclusion is part of the culture.

Carlos shared about a regular gathering for ESOs in the Grand Rapids area. 100 ideas, \$1000 each took a year to launch, but grew organically out of what had become a cohesive group of people.

Cecilia shared challenges and some progress she’s seen on getting to a more inclusive environment that seems/feels natural.

Want to learn more about all the goals, the projects being discussed and the people involved?

Visit the ESHIP Community Dashboard:

<https://sites.google.com/view/eshipcommunitydashboard/beta-dashboard>

And Goal 1 here:

<https://sites.google.com/view/eshipcommunitydashboard/goals-initiatives/goal-1-inclusive-field>

10 min - Closing Q&A or urgent points from the Agenda and Notes Document

Other links, resources and notes from the call:

SUMMARY

Introduction to the new goal calls and getting a sense of who's involved.

Topic for the future:

Natalie Self

Change Catalyst

WEDNESDAY, SEPTEMBER 4, 2019

Link to Zoom Recording:

ROLL CALL

- Co-Hosts: Tiffany Henry, Maleika Robinson
- Scribe: Eric Renz-Whitmore
- Participants: Antonia Ford, Dee Ramsey, Crystal German, Leticia Bernal, Beth Zimmer, Cecilia Wessinger, Hassan Bazzi, Katherine Krajnak, Katie Gales, Dee Ramsey, Carlos Sanchez, Alicia Oddi, Jose Alvarez, Grace Rodriguez, Danielle Steer, Wayne Sutton

PARKING LOT

Note ideas and topics that come up during today's call that are outside of the agenda for future discussion.

AGENDA

5 min - Intro:

- Quick Intro
- Request for 2-3 note-takers

5-15 min - Updates:

- General Updates - *Include any events, important updates from the last call, etc.*
- Project Team Updates - 2-3 minute updates from each project team
 - 1.1 Diverse NRP Leadership
 - Ecosystem Builders Speaker Bureau
 - Ecosystem Builder Fellowship

30-40 min - Main Meetup Activity/Curated Content

- Community Call Questions
 - What would you like to learn more about?
 - What types of topics/content are you most interested in discussing with this group?
 - Do you have info/expertise that you'd like to share with this group?

10 min - Closing Q&A or urgent points from the Agenda and Notes Document

CALL NOTES

Capture key insights, takeaways, and project team updates.

Want to learn more about all the goals, the projects being discussed and the people involved?

Visit the ESHIP Community Dashboard:

<https://sites.google.com/view/eshipcommunitydashboard/beta-dashboard>

And Goal 1 here:

<https://sites.google.com/view/eshipcommunitydashboard/goals-initiatives/goal-1-inclusive-field>

5 min - Intro:

- Quick Intros from Intro from Cecilia and Maleika Robinson and popcorn around the room - lots of great folks!
- Request for 2-3 note-takers

5-15 min - Updates:

- General Updates -Lots of events and activities - will post the links we get!
- Project Team Updates - 2-3 minute updates from each project team
 - 1.1 Diverse NRP Leadership
 - Ecosystem Builders Speaker Bureau
 - Ecosystem Builder Fellowship
 - Cecilia gave a general update on the process and function of the ESHIP Goal projects
 - Presentation on the ESHIP Goal Meetups & ESHIP Goal Project Teams:
https://docs.google.com/presentation/d/1Ts7iLpQLTsCjLz2KboRmZ4sUjprawVVm1aGnG6C-3Vg/edit#slide=id.g5f63dd29c8_4_58

30-40 min - Main Meetup Activity/Curated Content

- Community Call Questions
 - What would you like to learn more about?
 - What types of topics/content are you most interested in discussing with this group?
 - Do you have info/expertise that you'd like to share with this group?
 - How do ecosystems do better about getting \$ into the hands of under-invested entrepreneurs?
 - Are we focused on getting resources for entrepreneurs - if so, which kinds/stages/types of entrepreneurs and Businesses?
 - How are we defining "inclusion" in this group?
 - Cecilia - adding in other groups that are also not being included; pursuing 'regenerative' approaches to community and Ecosystem Building
 - Questions about making entrepreneurial opportunity available to non-English speakers - immigrants and other groups
 - The lexicon/terminology around 'entrepreneurship' is an ongoing challenge. Cecilia notes work in Goal 3 around common wiki/thesaurus (link?)

- Best practices to help other organizations/ESOs see the value of diverse field in order to better represent the communities they serve.
 - Communication strategies

10 min - Closing Q&A or urgent points from the Agenda and Notes Document

- From Beth and Maleika - the need for us working on these goals/calls to consider some of the field level stuff. How do the conversations and projects in these goals contribute to a stronger, healthier field of Ecosystem Building?

Other links, resources and notes from the call:

Tech Inclusion Event from Change Catalyst (Antonia Ford & Wayne Sutton)
(9/11-12; San Francisco)

<https://sf19.techinclusion.co>

<https://changecatalyst.co/>

From Danielle Steer in MSP:

bit.ly/c1undemo - from Lunar Startups (9/30

www.twincitiesstartupweek.com (10/9-16)

From Jose Alvarez:

Part 1: Legal Clinic (in Spanish)

<https://portal.prosperausa.org/client/event-details/47585331-7068-4250-ae0c-bf10bc569620>

Part 2: How to Start a Business Seminar (in Spanish in Rural North Carolina):

<https://portal.prosperausa.org/client/event-details/7a2e582b-dc44-411a-899e-53bd565314ef>

Grace Rodriquez shared her “Posible” event for spanish language/bilingual entrepreneurs in the Houston area with Univision (9/7):

<https://www.eventbrite.com/e/posible-htx-expo-empresarial-2019-tickets-63501370308>

Eric Renz-Whitmore shared upcoming event with Shelly Bell in Albuquerque (9/25):

http://bit.ly/CVF_Sep2019_ShellyBell

Also... Want to get more involved? Connect with the ESHIP Community on Facebook:

<https://www.facebook.com/groups/1040270232775815/?ref=bookmarks>

We also have a slack channel at [eshipcommunity.slack.com](https://www.google.com/url?q=https%3A%2F%2Feshipcommunity.slack.com%2Fmessages&sa=D&sntz=1&usg=AFQjCNGLO0C0otwqoTJVwkXJ6tpxtknxJcA) - ask and we can get you an invite :)

This could work too:

<https://www.google.com/url?q=https%3A%2F%2Feshipcommunity.slack.com%2Fmessages&sa=D&sntz=1&usg=AFQjCNGLO0C0otwqoTJVwkXJ6tpxtknxJcA>

FYI - may require additional approval to work.)

SUMMARY

Introduction to the new goal calls and getting a sense of who's involved.

Topic for the future:

WEDNESDAY, January 8, 2020

Link to Zoom Recording:

ROLL CALL

- Co-Hosts: Eric Renz- Whitmore, Hassan Bazzi, & Tiffany Henry
- Scribe: Tiffany Henry
- Participants: Eric Renz-Whitmore, Hassan Bazzi, Cecilia Wessinger, Tiffany Henry

PARKING LOT

Note ideas and topics that come up during today's call that are outside of the agenda for future discussion.

AGENDA

10-20 min - Welcome and introduction:

- General Updates and Question of the Day: What was your favorite holiday moment?

30-40 min - Main Meetup Activity:

- **KEEP DEI FRONT AND CENTER**
How do we continue to champion DEI issue that arise in the act of doing our work, and not unintentionally perpetuate the exclusionary systems that got us here in the first place?"

10 min - Project Team Updates - Given each project team 2-3 minutes to share a brief status update.

Closing Q&A or urgent points from the Agenda and Notes Document

CALL NOTES

Capture key insights, takeaways, and project team updates.

1. Keeping DEI front and center:

Have a comment, idea, question...or just want to say "Hello"? We'd love to hear from you.

Please contact the ESHIP Community Activator Team at eshipgoals@gmail.com.

Each community has its own DEI issues. When thinking about how to make our ecosystems more healthy, each community has its own history and set of challenges that contribute to an inequitable entrepreneurial ecosystem. How do we help the ecosystem builders throughout our networks grapple with this?

History is a big component- not everyone knows the history. Some people either don't know or don't appreciate the history.

An interesting approach to preserving history while moving forward is in New Mexico regarding a statute that commemorated soldiers that fought against Native Americans. Instead of removing the statute, an additional plaque was added that explained what was happening during the time period and that it's not something that should be repeated.

What examples have you seen where people have successfully acknowledged the past while being able to move forward?

Sometimes, when Native Americans begin a project or conference, they start by explaining the history of their people and the land.

It could help the ecosystem by explaining the history of a community as a whole. Kansas City does a good job talking about the history of entrepreneurship and how the community has shifted through time and technological advances. Another way to think about it is what makes our place special?

In Detroit, there were serious race riots in the 1960s. People who lived that experience are still alive today, and there are physical reminders (infrastructure) that still stands that serve as reminders of that time. A documentary from the 1970s called "New Detroit" was about multicultural resource training. This training has been expanded for current leaders to go through to learn more about other cultures.

Tulsa is coming up on the 100th anniversary of the 1921 Race Massacre. It used to be called race riot, but that didn't capture the true horrors of the event.

What are the systems that we see in the way that we bring people into entrepreneurship and ecosystem building that seems to be problematic?

Everyone who is in the ecosystem should go through "Cultural Competency" training. If we can establish a better sense of "cultural humility" recognizing that even if we are strong in a certain area, there are certain aspects that are missing. Being aware that we don't always have the right answers, it's a better starting point. Also, having a sense of the history of the community/region can help to lead to healthier connection.

How can we “mix” it up, so homogenous groups aren’t all together? How do we increase diversity in our event attendance?

When building trust, thinking about the practicalities of a meeting, when someone starts to discuss something that is not on the agenda, it can be helpful to let them share their thoughts and concerns, to give them outlet and allow them to be included when they otherwise may not have been.

What are your top three takeaways?

What is your call to action?

Tiffany’s top three takeaways:

1. Sharing the history of a community can help acknowledge the truth of the community’s past.
2. Always allow space on an agenda for contributions of others, because this may be the first opportunity they have ever had to share.
3. Consider moving events to areas within a community rather than expecting people to leave their community to go somewhere unknown.

Action item: Regarding rural ecosystem development, I will rely less on the local Chamber’s for space and reach out to civic groups/places of worship/libraries. Meeting at the Chamber could be a barrier to people who may not feel comfortable/welcome in a new environment.

Want to learn more about all the goals, the projects being discussed and the people involved?

Visit the ESHIP Community Dashboard:

<https://sites.google.com/view/eshipcommunitydashboard/beta-dashboard>

And Goal 1 here:

<https://sites.google.com/view/eshipcommunitydashboard/goals-initiatives/goal-1-inclusive-field>

SUMMARY

Introduction to the new goal calls and getting a sense of who’s involved.

Topic for the future:

WEDNESDAY, , 2020

Link to Zoom Recording:

*Have a comment, idea, question...or just want to say "Hello"? We'd love to hear from you.
Please contact the ESHIP Community Activator Team at eshipgoals@gmail.com.*

ROLL CALL

- Co-Hosts:
- Scribe:
- Participants:

PARKING LOT

Note ideas and topics that come up during today's call that are outside of the agenda for future discussion.

AGENDA

CALL NOTES

Capture key insights, takeaways, and project team updates.

Want to learn more about all the goals, the projects being discussed and the people involved?

Visit the ESHIP Community Dashboard:

<https://sites.google.com/view/eshipcommunitydashboard/beta-dashboard>

And Goal 1 here:

<https://sites.google.com/view/eshipcommunitydashboard/goals-initiatives/goal-1-inclusive-field>

SUMMARY

Introduction to the new goal calls and getting a sense of who's involved.

Topic for the future: