

Mapping and Advancing Equity Foundational Values and Processes Guide

Purpose: The following Foundational Values and Processes document will guide the Allstate Mapping and Advancing Equity Project – Equity Dashboard, Collective Learning, and the National Policy Platform for Survivor Economic Equity. This project aims to build capacity of the field to engage in systems advocacy to address the economic inequities facing survivors of gender-based violence.

Who will use this: CSAJ staff, partners, and colleagues participating in the Mapping Equity Project.

Goal of document: To create a document that sets forth values and processes that supports participants to move in alignment with the spirit of the project. The document also serves as a reference point to ensure fidelity to values and the process in which we “do” the work.

How we will use this document: Participants are encouraged to commit to the use of the values, processes, and content shared in this document to guide work, relationship building, and priorities related to this project. We will allow space for this document to change over the course of the project as processes evolve.

Relevant docs:

- [Allstate Mapping and Advancing Equity 2022-2023](#)
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VALUES

We recognize the humanity, agency, and interconnectedness of all persons

We center those most affected and least resourced especially when envisioning our shared future

We bring our full selves to this work
embracing joy, possibility, and abundance

We build trust... by modeling humanity, imperfection, and vulnerability

We foster collective learning...expanding our capacity to explore,
understand, express, and create

We recognize power and privilege dynamics and work to mitigate their
impacts

We recognize and acknowledge the tension of working within current
problematic systems while moving toward liberation in the ways we can

We acknowledge that system changes will fail, be misguided, or
unsustainable if our organizations and partnerships do not practice the
equity they seek

We lean into the discomfort that opens space for growth and change

We work toward developing nurturing supportive connections and systems

We create spaces, use processes, tools, and data that are transparent and
autonomous, accessible and relevant, and act as a lever for change

We move towards generative conflict as a group (not away from)

We are...

Survivors
Economic justice makers
Gender-based violence advocates
Policy advocates & Researchers
Racial equity & community activists
Humans

We aim to...

- Deepen the will and capacity to identify and eliminate inequitable systems
- Use collective learning to create collective action for transformation



ECONOMIC & RACIAL EQUITY FOR SURVIVORS

- Develop and _____ identify priority areas and belief statements that guide and fuel policy and advocacy efforts
- Advance racial equity, expand opportunity structures, and uplift survivor agency

Processes and Practices

To do this we commit to...

- *Practices to Support Connection to our Shared Humanity*
 - Begin with and center our shared humanity and interconnectedness
 - Working towards developing nurturing connection
 - Making space for learning and growing
 - Taking the time to develop common language
 - Embrace and honor the gifts and personal experiences that we each bring to this space
 - Make and keep promises to hear one another
 - Honor dissenting voices expressed in a variety of ways
 - Meaningful connection and engagement and call-in others to share theirs
- *Equity and Open-mindedness Practices (within the group)*
 - Be responsive to the needs of each other and to the community by committing to self-reflection, practices of growth, with courage and open-mindedness
 - Share power and use consensus based decision making
 - Interrupting White Supremacy Culture
 - Naming the Elephant in the Room
 - Do the inward and outward equity work

- Model and _____ promote a practice of dialogue that decenters and deconstructs philosophies and practices that have caused or interrupted transformation
- *Processes to Support Change Effectiveness*
 - Make clear, achievable requests of participants and partners
 - Leverage our resources but acknowledge their limits
 - Assess readiness and awareness so we can meet people where they are

Meeting rituals

- Check in / connecting/ being in relationship with one another
- Land & Labor acknowledgement
- Conversational and showing up Norms
- Values
- Fidelity ritual
- Closing Ritual

Practices and Tools to consider

- Pass with curiosity
- Circle discussions
- Restorative Justice tool/ facilitator guide
- Guidelines for [calling in](#) - CLAIM framework
- [Storytelling ethics and ownership](#) -Ensure that we are respecting people's ownership of their stories and the care with which we collect them.

Conversational and showing up norms

- Recognize the humanity and experiences shared by colleagues
- Acknowledge intentions while prioritizing impact
- Speak from the "I"

- Listen actively while others speak, offer patience and compassion, this is a learning and growing space for us all of us
- Lessons learned - leave, and stories - stay
- Multiple ways to participate
- Participation self-reflection
- Prompts and questions are invitations; Participants may always Pass

Overarching Values from All Community Learning Session Topics

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|---------------|----------------------|--------------------|
| Safety | Access | Collectivism |
| Accessibility | Inclusion | Liberation and |
| Stability | Capacity | Freedom |
| Flexibility | Moving away from | Justice |
| Grace | profit motive | Interconnectedness |
| Abundance | Respect for cultural | |
| Equity | Diversity | |

Creation of this document is in collaboration with Camille Holmes, Kip Holley, Lisalyn Jacobs, Mona Muro, Mapping and Advancing Equity Collective Learning participants. This work is influenced by numerous frameworks, experiences, and content from organizations and participants including CSAJ and The Restorative Arlington Steering Committee.

****** Work product of the Mapping and Advancing Equity project is understood to be part of our collaborative process.