

# Targeted Universalism Community of Practice 2026-2027

## FAQs

We're so pleased that you're interested in the upcoming Targeted Universalism Community of Practice (TU 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.

### Quick Links and Deadlines

[TU COP info](#)

[Enrollment Application](#) Open May 1 - August 31

Early bird pricing ends July 1

Payment due in total by **September 4th**.

### What are the dates and times of the Targeted Universalism Community of Practice (TU COP) that starts in Fall 2026?

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

COP Fall 2026 to Spring 2027			<u>Office Hour (optional)</u>
Cohort 1	Cohort 2	Cohort 3	Office Hour
Tues 9-11am PT	Tues 12-2pm PT	Thurs 9-11am PT	Thurs 10-11am
Sept 15* (9-12pm)	Sept 15* (12:30-3:30pm)	Sept 17* (9-12pm)	Sept 24
Oct 13	Oct 13	Oct 15	Oct 22
Nov 17	Nov 17	Nov 19	Dec 3
No Sessions in December			
Jan 12* (9-11:30am)	Jan 12* (12-2:30pm)	Jan 14* (9-11:30am)	Jan 21
Feb 9	Feb 9	Feb 11	Feb 18
March 9	March 9	March 11	March 18
April 6	April 6	April 8	April 15

# Targeted Universalism

## Community of Practice 2026-2027

- Each **TU 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!
- \*The fourth session, in January will be two and a half hours long with a focus on stages 4 & 5: assessing structures and systems & developing targeted strategies.

### Join us for a Zoom Info Session on the TU COP

June 3<sup>rd</sup> 10am Pacific Time: [Register here](#)

June 24<sup>th</sup> 1pm Pacific time: [Register here](#)

### What will the TU COP consist of?

Co-creation 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. Co-creation at work!

- Co-facilitated monthly 2 hours virtual COP sessions for 7 months—*live*
- One hour-long Open Office Hour session a month (optional)
- Support materials, including reading, podcasts or video on a shared Google Drive
- One 30- to 60-minute coaching session for each person (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 *9 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

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## Community of Practice 2026-2027

### **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, co-created, 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
- Co-creation-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 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 \$4,750 if possible. In order to get the early bird pricing (\$3,500), the participant must pay by the July 1 deadline to receive the discount. If you require a reduction in price, please fill out the [reduced fee request here](#), in addition to the [regular application here](#). We are unable to offer free participation at this time.

# Targeted Universalism

## Community of Practice 2026-2027

### **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 20% discount for a rate of \$3,800.

### **Who will facilitate, and will John A. Powell participate?**

The facilitators will be Karen Bouris, Dr. Nina Moreno, and Paul Hudson. Professor Powell will attend one session for a 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 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 4** 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.

### **Who has participated in the previous COPs?**

Over 200 people from **nonprofit, government, social impact and philanthropic sectors** make up the first seven TU COP cohorts. They represent 25 states and gathered on Zoom over seven 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:

# **Targeted Universalism**

## **Community of Practice 2026-2027**

- 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.