

Story Prewrite Resourcing Networks for Equity | Oct 2019

In advance of the gathering, please take 30 minutes to complete the following pre-work activity and reading.

1. Prepare a 3 min story related to one of these questions:

- How have funders and other organizations worked together in networks that promote equity and systems change?
- What are the barriers to resourcing networks for equitable systems change?
- What is the personal work and way of being needed to fully engage in networks, equity and systems change?

If you need more inspiration, consider these questions

- What are examples of the “code switching” or reframing work that I am doing to resource networked/emergent/organic work that challenges power dynamics?
- What are examples of institutional and org cultural challenges I face? What are my workarounds (e.g. due diligence, proposals, reporting, evaluation)?
- What are new ways of doing/being that I’m trying out within and outside my organization/foundation that could transform how funding flows into networks?

You can write this story up, outline it, jot down a few notes, consider a soundtrack for it, visualize it, etc.. We will be referencing and sharing these stories multiple times at the convening so please prepare a story that you’re ok with sharing. Also brevity sometimes means clarity, please be able to tell your story in 3 minutes. **It's ok if you struggle to weave your story. We encourage you to lean into imperfection!** Most importantly, this is your personal story to tell.

Some Compelling Storytelling Parameters

1. Draws on your real past and lessons you’ve learned from it (feelings, the space etc)
2. Resonates emotionally with your audience because it’s relevant to them.
3. Inspires your audience because it’s fueled by your passion.
4. Shows the struggle between your goal and the obstacles you faced in pursuing it.
5. Illustrates with a vivid example.
6. Teaches an important lesson.

2. Read the following pieces to get grounded in our working definitions of equity, systems change and networks. We know that there are many ways to define and talk about these things and hope this will offer a good start!

- [Systems Change With An Equity Lens: Community Interventions That Shift Power And Center Race](#) by Natalie Bamdad and Noelia Mann. Which provides a framework for understanding the ways in which systems change and equity are interconnected.
- [Towards Complex Adaptive Systems](#) by Robin Katcher, Mark Leach and Laurie Mazur. This offers some preliminary learnings from the Network Leadership Innovation Lab which focused on how leaders are adapting to work in movements
- [Transformative Networks are Multiscalar](#) by June Holley (NOTE: Website seems to be down, will try to get a PDF to link here)

Other resources that you may want to peruse:

- [Justice Funders Choir Book](#) is a guide to support you and your philanthropic organization in aligning your grantmaking practice with social justice values. It defines core values, individual competencies and actions that support values-aligned practice to create a comprehensive framework for effective social justice philanthropy.”
- [Network Weaver Learning Lab Feasibility Study](#) is findings and prototyping for network spaces in movement to end relationship-based violence in California