

1. Go into your breakout rooms and say hello!
2. Look to the top of your Zoom screen to find the name of your Room (ex: "Room 2")
3. Click on your Room number below.
4. Then, click on the Bookmark that pops up.

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Room 1

What is our board response when...

A workforce survey reveals that due to restrictions in WIOA funding, some community members are unable to access services. In a board discussion two board members say "these are the resources available and participants need to work with what is provided."

If We Applied Race Neutrality We Might...

If We Sought out Race Clarity We Might...

Those people who meet the criteria are the ones who should receive it.

If We Applied Gaslighting We'd...

If We Sought out Mental Gaps We'd...

If We Were Defensive We Might...

If We Were Vulnerable We Might...

Room 1

What is the board response when...

It is time to recruit new board members. Someone says "I know three people who are close friends and are local business owners with powerful networks. Let's just invite them!"

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If We Applied Race Neutrality We Might...

-assuming people have the same access to the resources if they are provided "equally"

-assume because the resources are out there people can access them

If We Sought out Race Clarity We Might...

If We Applied Gaslighting We'd...

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If We Applied Race Neutrality We Might...

Establish process for applying to WIB, open application process, anyone can apply.

If We Sought out Race Clarity We Might...

Target outreach to specific BIPOC groups to apply. Acknowledge that moving beyond what is comfortable, sense of urgency may take more time (might just be perception).

If We Applied Gaslighting We'd...

"I don't know anybody in BIPOC groups to recommend." "Others feel like this group is already diverse."

If We Sought out Mental Gaps We'd...

See that this type of member recommendation that it is automatically valid, subject to right to comfort, power hoarding. Ingroup vs outgroup. How does our WDB normalize outgrouping? Can be circular and self-reinforcing.

If We Were Defensive We Might...

Insist that our Board is already diverse and that these three people are good recruits

If We Were Vulnerable We Might...

Spend time getting clarity on terms and definitions, e.g. what do we mean by diversity? Use of thresholds in data reporting/impact on belonging.

Room 6

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Room 8

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If We Applied Race Neutrality We Might...

Focus on the fact that everyone has access to the resources (pretending barriers to access don't exist).

If We Sought out Race Clarity We Might...

Ask the community what they need

If We Applied Gaslighting We'd...

Put the blame on those not accessing the resources, they should try harder, etc.

If We Sought out Mental Gaps We'd...

If We Were Defensive We Might...

Claim that it is our job to make the provide the resources and we did

If We Were Vulnerable We Might...

Acknowledge our gaps in knowledge...

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