

2023-24 JEDI Capacity Building Opportunities

We are pleased to offer another year of Justice, Equity, Diversity, and Inclusion (JEDI) capacity building opportunities for staff and board members at Tacoma Creates-funded organizations! Partnering with Colemon & Associates, we will be offering two in-person Workshops, ongoing Cohort Sessions, a JEDI Film Series, and 1:1 Technical Assistance this year. All offerings are designed to increase awareness and understanding of justice, equity, diversity, and inclusion in the workplace and community.

We encourage you to share this opportunity with those within your organization (staff, board members, and volunteers) who may be interested. **If interested, please complete the [JEDI registration form](#). You can read more about the offerings, including dates and times, below.**

These opportunities are all free to Tacoma Creates organizations, covered as part of Tacoma Creates' commitment to organizational capacity building and increasing equity and access for cultural programming.

ONE-TIME WORKSHOPS

Two, in-person training workshops will be offered and open to staff, volunteers, and board members at your organization. Locations for these workshops are TBD and will be announced closer to the workshop dates. Registration is first-come, first-served.

- **Culture as a Driver – Thursday, September 14, 2023, noon-2pm**
This workshop offers an introduction to organizational culture, which is *the* key to an inclusive workplace, and is designed for those early in the JEDI journey. **Register by August 31st to attend.**
- **The Culture of Governance – Thursday, March 14, 2024, noon-2pm, Tacoma Urban Performing Arts Center (1105 M.L.K. Way) Register by February 29th.**
This workshop provides an opportunity to increase your understanding of how JEDI intersects with nonprofit governance. This workshop is specifically designed for board members, and we encourage you to share this opportunity with those who sit on your organization's board. Organization staff are also welcomed to participate.

ONGOING COHORT SESSIONS

This is an opportunity to join a group of individuals for a series of conversations related to organizational change using a JEDI lens; it's a space for collaboration and peer learning.

There are two Cohort Sessions offered this program year: **Cohort A** is designed for organizations that have been on the JEDI journey for 5 years or more; **Cohort B** is designed for organizations that have been on the JEDI journey for less than 5 years. Please review the details about JEDI experience below.

A total of four, 1½ hour meetings between October – February will be offered per cohort (with a break in December). These meetings will be held on Zoom, and you should be prepared to be on camera and engaged during these meetings. Participants should commit to ALL meeting times listed with each cohort. **Register by September 21st.**

- **Cohort A**

For organizations who have been on the JEDI journey for 5+ years, and for whom at least 3 of the following are true:

1. Compiled quantitative & qualitative data related to written JEDI goals or practices
2. Implemented / institutionalized JEDI language in organizational materials, policies and/or practices
3. Has a JEDI / Equity team dedicated to organizational change
4. Uses an equity lens to inform tangible changes in internal and public-facing practices
5. Allocated funds specifically towards JEDI work on an annual basis

Cohort A meets on the following first Thursdays, 10-11:30am:

- October 5, 2023
- November 2, 2023
- January 4, 2024
- February 1, 2024

- **Cohort B**

For organizations who have been on the JEDI journey for less than 5 years and for whom at least 2 of the following are true:

1. Has leadership dedicated to JEDI work
2. Received introductory JEDI training
3. Have identified at least one specific equity/access goal for the coming year
4. Posted / publicly announced an organization equity / JEDI statement or mission
5. Have completed an organizational JEDI assessment

Cohort B meets on the following second Thursdays, 10-11:30am (except for November 9th):

- October 12, 2023
- November 9, 2023, 2-3:30pm
- January 11, 2024
- February 8, 2024

JEDI FILM SERIES

Wednesdays, April 3, 10, & 17, 5:30-7:30pm at The Grand Cinema (606 Fawcett Ave) Priority registration closes March 1st; final deadline for registration is April 1st.

In collaboration with the City of Tacoma's Neighborhood and Community Services (NCS) Department, we will be screening *Savior Complex*, a three-part docuseries selected by Colemon & Associates. This docuseries examines missionary work in Uganda, where an American is accused of causing the death of vulnerable Ugandan children by dangerously treating them despite having no medical training.

Colemon & Associates have framed the following areas for exploration:

1. Is there a correlation in the biases within societal structures / messaging / norms and the mindset / motivation of nonprofit providers? What assumptions do we hold about helpers?
2. Are there undercurrents of the U.S.'s Christian foundation that continue to permeate societal norms and how do these biases / norms impact non-Christians?
3. What happens when we cause harm to those we serve and how do we repair / reconcile?



Each week, a different 60-minute episode will be shown, with a 30-40 minute discussion following the screening. We encourage registrants to attend all, or most of the screenings if possible.

1:1 TECHNICAL ASSISTANCE / ORGANIZATIONAL JEDI COACHING

This is an opportunity to participate in up to six, 1-hour sessions of direct support and consultation from Colemon & Associates to support your organization's specific JEDI work.

Organizations may schedule one, 1-hour session per month, up to a maximum of six sessions in total; these are available on the last week of each month (barring holidays) on Tuesdays, Wednesdays, and Thursdays.

Scheduling is ongoing throughout the 2023-24 program year. To schedule a coaching/technical assistance schedule, please email Pat Colemon at pcolemon@colemonassociates.org, or Annie Jones-Barnes at ajonesbarnes@colemonassociates.org, and provide information about the topics/goals you want to address, who will attend and their role with the organization, and your preferred meeting dates/times. You should get a response within a week; if you need support with scheduling, please email cjines@cityoftacoma.org.

We encourage you to request coaching sessions sooner rather than later. Please note that while these sessions are free for participating organizations, Tacoma Creates will be charged for any sessions that are cancelled with less than 24 hours' notice, per their policy:

Colemon & Associates Cancellation Policy: When you book your consultation appointment, you are holding space on our calendar that is no longer available to our other clients. In order to be respectful of them, please contact Patricia Colemon (at pcolemon@colemonassociates.org) as soon as you know you will not be able to make your appointment. If cancellation is necessary, we require that you contact us at least 24 hours in advance. Appointments are in demand and your advance notice will allow another client to that appointment time.

Late Cancellations/No-Shows – A cancellation is considered late when the appointment is cancelled less than 24 hours before the appointed time. A no-show is when a client misses an appointment without cancelling. In either case we will charge the client the agreed upon hourly rate; in the case of organizations participating with Tacoma Creates support, Tacoma Creates will be charged for late cancellations / no-shows.

PARTICIPATION EXPECTATIONS

If your organization is in the **Comprehensive Organizational Support** category, participating in professional learning / capacity building opportunities related to Justice, Equity, Diversity, and Inclusion is part of your contractual requirement. You are encouraged but not required to participate in a Tacoma Creates-supported JEDI opportunity; if you don't participate in this work you will need to report on other JEDI capacity building work in your quarterly and/or final reports.

If your organization is in the **Impact Funding** category, this work is not required, though you are welcome and encouraged to take advantage of as much of this support as you find useful.

QUESTIONS?

Please reach out to Clarissa Gines (cjines@cityoftacoma.org) or Lisa Jaret (ljaret@cityoftacoma.org) with any questions about these JEDI capacity building opportunities.