



Cultural Competency Training

Theory of Change

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Itinerary

- Welcome and Overview
- Guidelines of Engagement
- Training Framework
- Key terms
- Theory of Change
- Wrapping It Up



BE-DEI Attitudes:

The Critically Engaged are those who...



Lean into their uncomfortableness as they will **grow** in mind, body, and spirit



Question their current epistemologies as they will **expand** their worldview



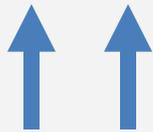
Listen to understand and not to challenge as they will **gain** perspective



Understand its ok to not know things as they will **embrace** different funds of knowledge

DEI Training Framework

Deconstruct



Disrupt

Dismantle

Keywords and Terminologies

- **Racial Equity**

- Racial equity is realized when race can no longer be used to predict life outcomes, and outcomes for all groups are improved.

- **Culture**

- Policies, practices, and procedures

- **Theory of Change**

- Step by step process to create sustainable change

Recap of last training session

- Its not about blame
- The terms diversity, equity, and inclusion are not interchangeable
- Not divisive rather dismantling barriers
- Perfectionism is the antithesis of progress
- Not about checking boxes



Ready?

Activity

Taboo

Taboo

$$\text{Culture} = \frac{\text{Time}}{\text{Geography}}$$

Taboo

Taboo



Culture

Customs

Polices

Social
Standards

Traditions

THE MOST DANGEROUS PHRASE IS
“WE’VE ALWAYS DONE IT THIS WAY”

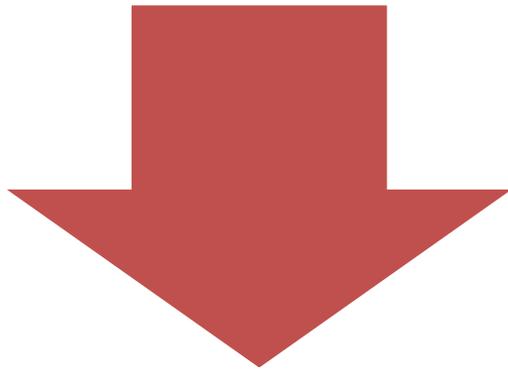
<https://youtu.be/LTDikx-maoM>

Guiding Question

What is
the point
of DEI?

• Culture
Change

The Pathway Less Traveled



Transactional

- Issue based
- Reactive
- Short term

Transformative

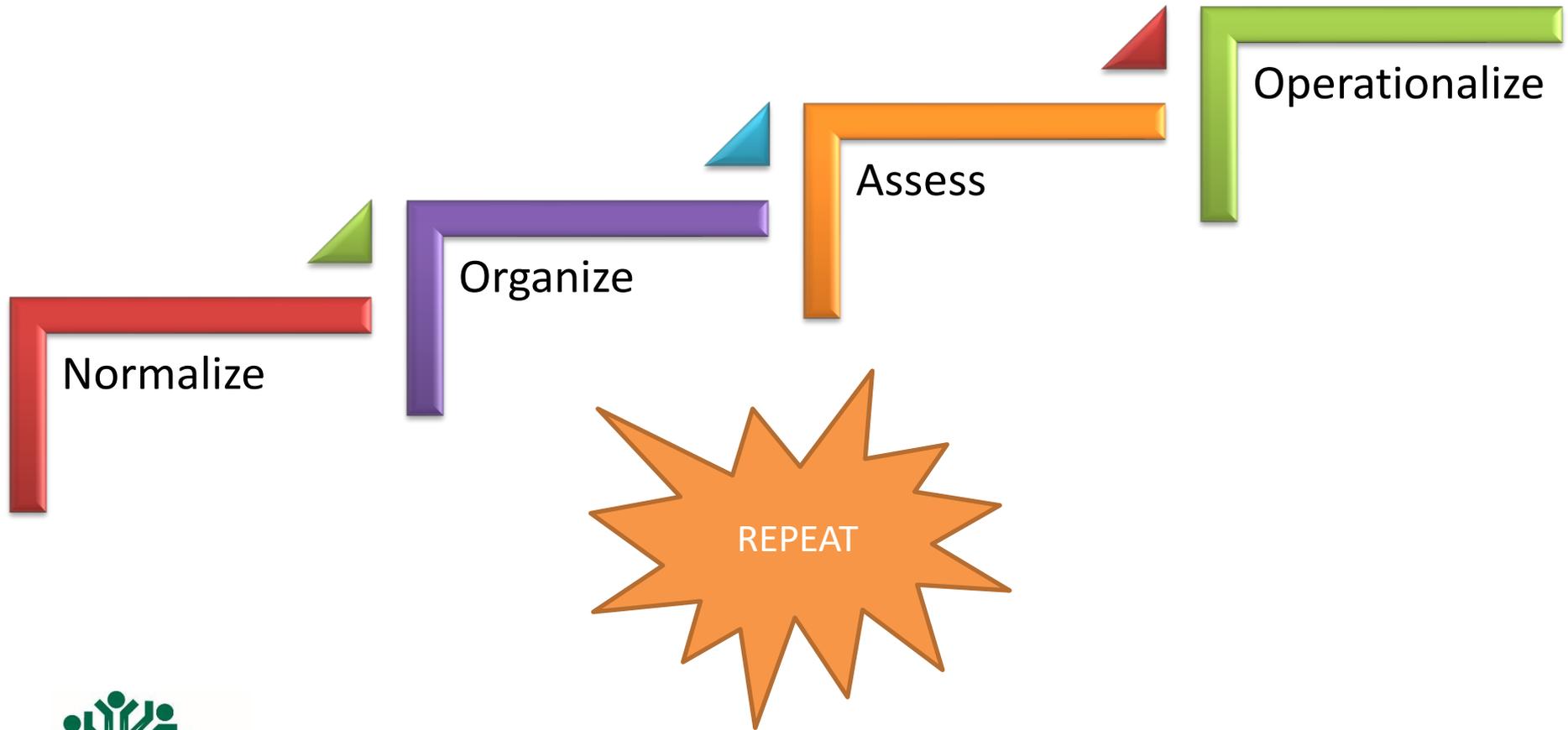
- Policy and organizational culture based
- Proactive and sustaining
- Shift culture values



Build

- The “tipping point” concept popularized by Malcolm Gladwell (2000) has been adopted by organizational change theorists to identify the conditions under which organization-wide change is possible. It’s that magic moment when an idea, trend, or social behavior crosses a threshold, tips, and spreads like wildfire.”

Theory of Change



NORMALIZE

Normalize

- **Generate the Why:**
 - Be clear on the community importance
 - Be specific
- **Develop a shared community value:**
 - Heighten community awareness of DEI need
 - Be urgent and accountable

Oak Park Culture Shift Goal

Be a Leader in Racial Equity

What we know:

- Racial disparities are caused by cumulative multiple and integrated systems and institutions

- We want to know:



What are the experiences of all racial identities?

Where are the opportunities to address disparities across racial identities?

ORGANIZE

Organize

- **Breadth and depth:**
 - Grow capacity across organizations
 - Go deeper into cultivating change
- **Find your support partners:**
 - Connect with other communities
 - Create spaces of accountability

ASSESS

Assess

- **Data Driven:**
 - Shapes goals
 - Identifies priority areas
- **Don't data dump:**
 - Lack depth
 - Perpetuates stereotypes

But why?

Education

Health

House

OPERATIONALIZE

Operationalize

- **Build action plan**

- Data driven plan that creates benchmarks and performance metrics

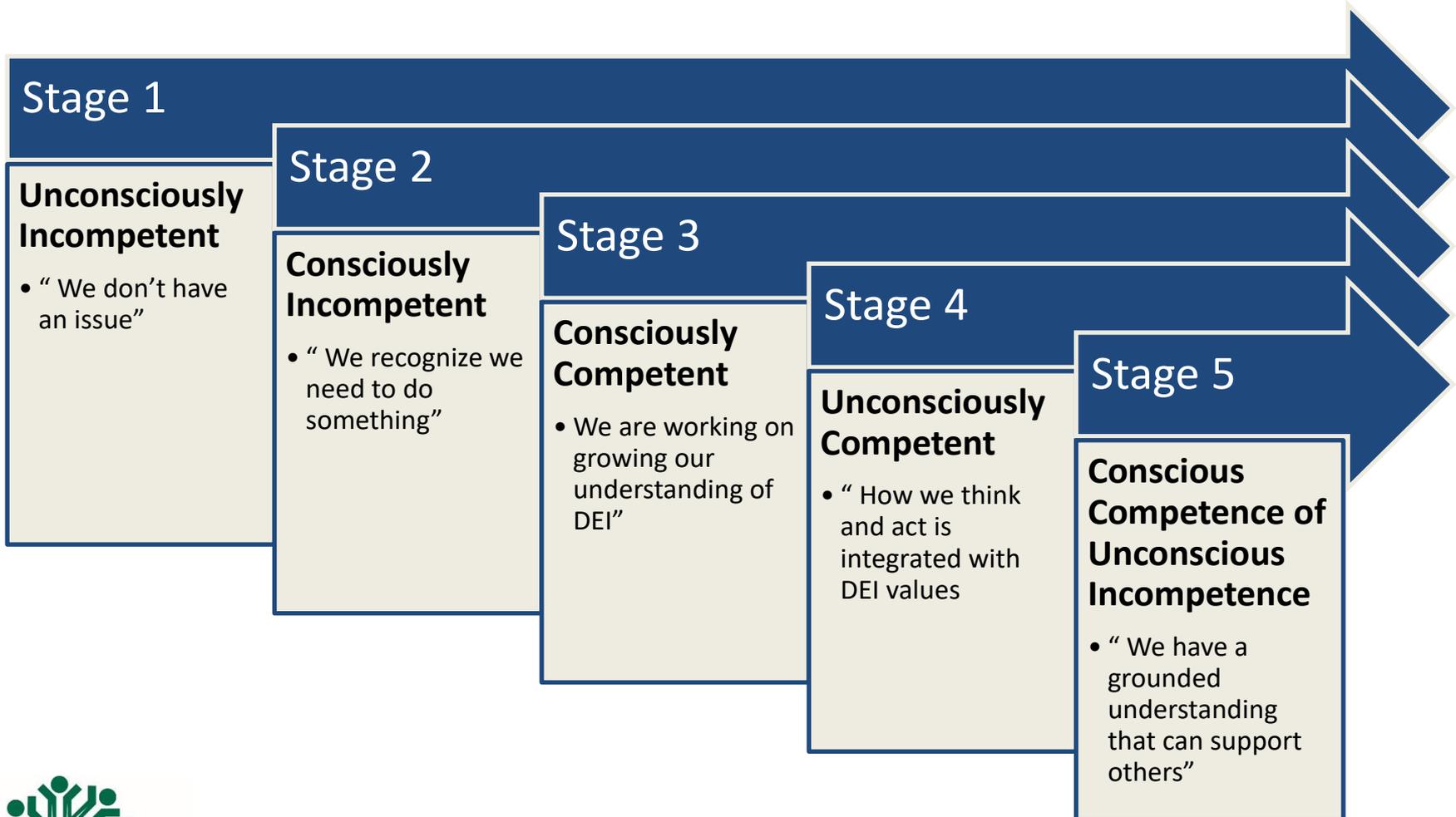
- **Create resources**

- Development of guides, scorecards, tips to support in decision making
- Increase training opportunities

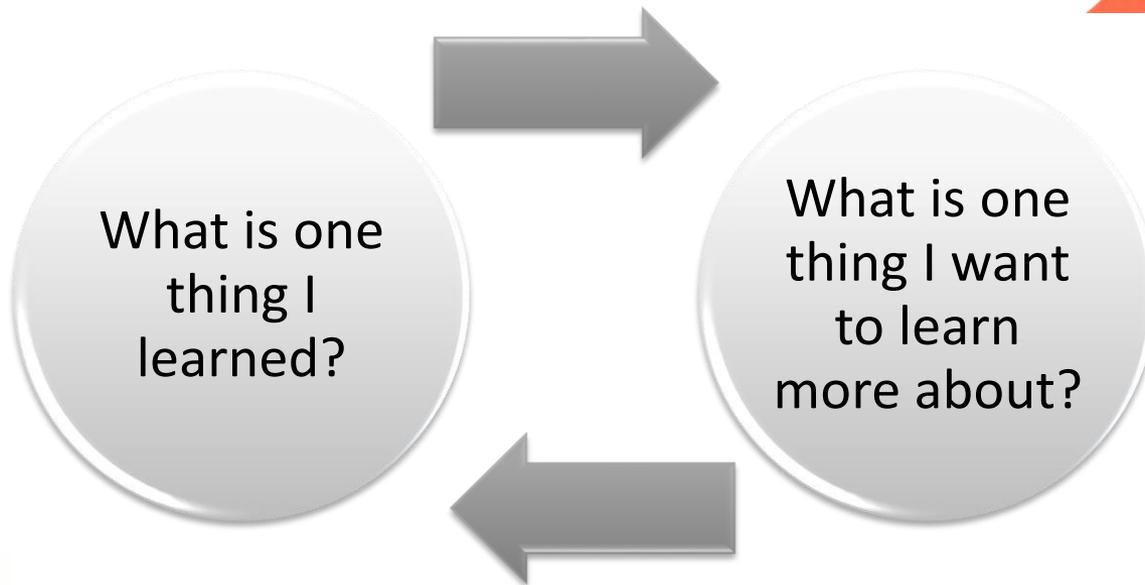
Key Takeaways



Pathways of Culture Competence



Discussion Questions



Questions

