Building Blocks for Change
Information Session

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1:00-2:00 PM ET
Welcome & Introductions

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1. Welcome, Introductions & Info Session Overview
2. Building Blocks for Change Background & Overview
3. Moderated Panel Discussion & Audience Q&A
4. Closing & Next Steps
Live Webinar Poll Results

Which role do you identify most closely with?

- DEI professional (consultant or coach): 27%
- Employee of intermediary / capacity building organization: 29%
- Employee of direct service organization: 13%
- Employee of advocacy organization: 9%
- Funder: 7%
- Other: 15%
Live Webinar Poll Results

Where is your org. in its race equity journey?

- We’ve built internal commitment to race equity work but struggle with implementing organizational change: 53%
- Our race equity efforts/initiatives serve as a model for other organizations: 22%
- We are just beginning our race equity work as an organization: 17%
- We do not currently engage in race equity work: 3%
- There is active resistance to grappling with race equity: 3%
The Research Behind the Assessment

• After three years of research, development and testing, BMP is proud to release Building Blocks for Change.

• Building Blocks for Change draws on insights and inspiration from BMP’s Race to Lead initiative, which launched in 2016 and has surveyed over ten thousand nonprofit workers and leaders, with a focus on racial equity.

• BB4C meaningfully addresses nonprofit leaders’ interest in integrating racial equity practices into their workplace.
Building Blocks for Change
Overview
Building Blocks for Change Overview

- Building Blocks for Change is an automated race equity assessment process designed to help nonprofits develop the foundational capacities needed to foster more race equity in their workplaces.

- The assessment process aims to deepen nonprofit organizations' understanding of the changes necessary to become more racially equitable by focusing on the most impactful drivers of organizational culture change: Learning, Leadership, Conversation and Voice.
Assessment Framework

These four Capacities are foundational to fostering more racially equitable workplaces:

**LEARNING**
The Learning Capacity refers to a willingness to learn, test new ideas, and change.

**LEADERSHIP**
The Leadership Capacity speaks to the importance of senior leaders to champion race equity.

**CONVERSATION**
The Conversation Capacity is rooted in the idea that meaningful race equity efforts require the ability to have hard conversations.

**VOICE**
The Voice Capacity refers to the ability to listen to voices and amplify influence from broader groups of people, especially people of color.

Each Capacity breaks down into three Focus Areas:

**MOTIVATION**
Indicates a genuine interest in and openness to making changes that foster a more racially equitable workplace.

**PRACTICE**
Speaks to how race equity principles have been applied in the day-to-day operations of the organization.

**STRUCTURES**
Refers to the plans, processes, and policies that help embed race equity in a foundational and systematic way.
The BB4C Assessment Process

The BB4C assessment process involves three main phases. These phases culminate in the development of a race equity Implementation Plan for the organization, which can be used to track the organization's progress towards building a more equitable workplace, and contribute to ongoing race equity efforts.

**Getting Ready**

Assemble the team responsible for leading the organization through the assessment process.

**Phase 1**

**Taking the Survey**

Establish expectations, build enthusiasm, and administer the survey across the entire organization.

**Phase 2**

**Sharing the Findings**

Engage in meaningful review, reflection, and dialogue regarding the organization's custom report and findings.

**Phase 3**

**Advancing to Next Steps**

Assemble the team responsible for stewarding and implementing the organization's ongoing race equity strategies.

**Ongoing Implementation**

Co-create a race equity Implementation Plan, take steps to implement, and develop a mechanism for regular feedback and evaluation.
What to Expect

1-3 people

The Assessment Team should consist of 1-3 employees.

6-9 months

The BB4C assessment process can range between 6-9 months at a pace set by the organization.

1-15 hrs/week

Members of the Assessment Team may dedicate 1-15 hours per week to support the process.
What You Get

Survey & Report

Based on responses from an anonymous survey, organizations will receive a custom report which offers aggregated findings and recommendations. Larger organizations may be eligible for disaggregated findings by race and position.

Dashboard

Participating organizations will have access to the BB4C Dashboard, which houses a robust library of digital materials, guidance on how to move through the assessment phases, and access to the BB4C Help Desk.

Communications

The BB4C team will provide regular progress and participation updates unique to your organization, and offer helpful tips and reminders as you move through the assessment process.

Technical Assistance

Building Movement Project staffs the BB4C Help Desk to respond to questions throughout the assessment process.
Building Blocks for Change:
Accelerating Organizational Race Equity

Sample Report

Custom Report Snapshot
Overall Results by Capacity

**Overall Experience**
Overall, people at the organization feel that it is beginning to understand its position in race equity work and should ramp up efforts in order to take meaningful action toward greater race equity.

**Most Developed: Voice**
As the organization continues to build the Voice Capacity into a strength, it’s important to recognize that inviting staff, especially staff of color, to have a voice, and therefore influence, can advance all Capacities. When you increase staff agency over their work and invite greater participation across racial and positional differences, you build greater collective effort toward race equity.

**Least Developed: Conversation**
The organization should focus on developing the Conversation Capacity because meaningful race equity efforts require the ability to have hard conversations. Strengthening your ability to do this will allow you to have honest and safe exchanges in order to co-create ideas and strategies for all Capacities.

Please note that your results in “Most Developed” and “Least Developed” may be pulled from small differences in the responses not easily discernible in the graphs.
Organizational Results: A Closer Look

The report then delves into each Capacity area in detail, with findings broken down into the three focus areas: Motivation, Practice, and Structures.

This page also lists the elements of each focus area and identifies where respondents feel the organization is most and least developed, based on their responses.
Breaking Down the Responses

... and at a level that looks deeper at responses by race when possible.

Breakdown by Capacity:
Digging Deeper by Race

When reviewing these results, it's possible many nuances, visible or not, exist across racial groups. It's important to not jump to any quick conclusions. Instead, you can use the following guiding prompts to help you understand your results and lift up relevant patterns.

• Are there certain racial groups that consistently disagree with each other? Or consistently agree?
• Is there a racial group whose responses consistently suggest they are having a more negative experience? More positive?
• In which Capacity are the racial groups in greatest agreement? Least agreement?

Drawing out some patterns and trends can help guide the organization toward pertinent questions to ask staff and senior managers as part of ongoing efforts to become a more racially equitable workplace.

* = 0-4 respondents. To protect anonymity, this report will not break out responses for these groups, but will include them in the overall analyses.
Moving to Action

The report then shifts into custom action steps and suggestions for where to start implementing organizational changes.

This overview page contains tips and resources to make the most of the findings and take meaningful action.

It also contains any areas of concern that have been identified in the survey responses that we recommend be addressed before implementing any major changes.

Moving To Action: Getting Started

Based on your results, the following areas would be good starting points as the organization moves to action. These are the areas that respondents felt needed the most attention as the organization strategizes and co-creates solutions to foster a more racially equitably workplace. If you’ve already tried any of the recommendations in the following section, consider how you might implement the changes in a more holistic way across the entire organization.

**LEARNING Practice**
Focus on how your organization can begin reaching out to other organizations in the field to learn from the successes and mistakes of their equity efforts.

**LEADERSHIP Structures**
Pay attention to how your organization can start having the Board hold leadership more accountable for promoting race equity.

**CONVERSATION Structures**
Concentrate on how your organization can begin implementing a more effective employee conflict resolution process.

**VOICE Structures**
Examine how your organization can start implementing (more) effective policies for reporting concerns related to race equity to support more voices being heard.

**Areas of Concern:**

As referenced on page 3 of this report, before moving on to next steps and strategies for strengthening your race equity work, the following areas are of particular concern. Before working on other recommendations and actions, it is best to discuss and understand why these sentiments are arising and to think about how you can address them to rebuild trust. Working with a consultant or outside facilitator on these areas may be beneficial as well.

People at your organization, and particularly staff of color, expressed that they have witnessed discrimination or bias (including implicit) at the organization.

Black respondents staff expressed that they do not feel safe to express what they think during conversations about race equity at your organization.
BB4C Dashboard Snapshot
Welcome to the BB4C Dashboard

Here, you will find everything you need to move through the assessment process, including digital materials, guidance on how to move through the assessment phases, and access to the BB4C Help Desk.

To access your survey link, refer to an email titled “Your BB4C Assessment Survey Link” where we have shared your link with you. Contact the Help Desk if you need help locating your unique survey link.

A few things to note about the digital materials housed here

Indicates Phase 2

2C. Reflect on Report and Findings (W)

Indicates 3rd Doc in Series

Indicates Worksheet

Understanding Document Titles

- Each document’s title is intended to offer you some helpful notations about the process. For example, the title “2C. Reflect on Report and Findings (W)” indicates that you are in Phase 2; this is the third document in the series (“C”); and it's a worksheet meant for you to interact with (W).

Understanding the Document Types
Getting Ready

This phase will help orient you to the BB4C framework and assessment process. As you move through the Getting Ready phase, review all the introductory materials that provide background on the BB4C philosophy, highlight what you can expect throughout the process, and guide you on how to build your Assessment Team. You will also have the opportunity to review a sample BB4C report.

While you’re in this phase, don’t forget to complete your Organizational Profile! Your organization cannot receive survey participation rate updates in Phase 1 or a custom report in Phase 2 if the Organizational Profile is not completed.

Prepare
- ✔ Familiarize yourself with the BB4C framework, process, and history
- ✔ Gather Organizational Profile data

Execute
- ✔ Build your Assessment Team, including hiring outside facilitation support if needed
- ✔ Fill out your Organizational Profile
- ✔ Schedule organization meetings for Phases 1, 2, and 3

Follow-up
- ✔ Determine the need to schedule a pre-assessment meeting to establish a shared vision, goals, and language regarding organizational race equity
- ✔ Complete the Getting Ready reflection questions
Prepare
- Prepare for the reactions people at the organization may have to the report findings
- Look out for the email from the BB4C team that contains your custom report
- Review custom report and findings as an Assessment Team

☐ Develop a communications plan and prepare for necessary meetings to share the report findings across the organization

Execute
☐ Conduct meetings to share report findings
☐ Capture, review, and respond to comments and questions from people at the organization

Follow-up
☐ Reflect on how the report findings and meeting(s) were received by your organization as you move to Phase 3
☐ Complete Phase 2 reflection questions

Phase 2 FAQ

How can we use the executive summary?

The executive summary, which you will receive along with the full custom report, is a great way to introduce the report findings to people at your organization. It provides an abbreviated way to begin the review and debrief process. However, the executive summary should not replace the actual report. It is important to still share the full report with the organization so everyone has full knowledge of the report findings, and can fully participate in creating the implementation plan.

The executive summary can be helpful to share with Boards of Directors, to provide them with an overview of report findings before sharing how you will move forward.
Moderated Panel Discussion
Thank You

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