

COURAGEOUS CHANGE COLLECTIVE



PURPOSE: GROWING COMMUNITIES
OF LOVE AND JUSTICE THROUGH
TRANSFORMATIVE FACILITATION

At Courageous Change Collective we seek to cultivate, support and sustain the conditions needed for reflection, growth and transformation. We are a three woman team shaped by our identities as immigrant, LGBTQ, Indigenous, People of Color.

Through a deep investment in effective process, we center the *how* so we can successfully tackle what matters most. We design and facilitate in partnership with you, co-creating customized experiences that will leverage your strengths

and develop solutions grounded in your reality.

Our approach is multi-faceted and flexible, drawing on a variety of frameworks and integrating our knowledge and training in the Art of Hosting, Liberating Structures, Network Weaving, the Intercultural Development Inventory and Human Systems Dynamics. As practitioner consultants, we both support the work of others and participate in local change efforts. We are community members, change agents, and facilitators.

Community Engagement

Sustainable change is grounded in the lived realities of those impacted by the issues we seek to address. We prioritize honoring community voices and wisdom, especially those who have been historically oppressed and ignored, in developing solutions and strategies in all of our projects. Supporting transformational community engagement that advances racial equity is a considerable undertaking. Experience has shown us that leveraging our strengths to create plans customized to the context we are working in is a crucial element for success. This can be time-intensive. We have found that the investment is worth it, as it provides the capacity needed to produce effective and sustainable outcomes grounded in reality. We have experience designing and facilitating a variety of community engagement initiatives such as:

- Listening sessions
- Community forums
- Community Advisory Committees
- Focus Groups
- Art of Hosting World Cafe conversations
- Participatory evaluation

Developing Effective Collaborations

Transformative change does not take place in isolation. Tackling the complex issues our communities face requires skillful collaboration. We see collaboration as a tool, a skill set and a philosophy. We are inherently collaborative in our approach to every project, inviting many voices into the conversations and processes we lead, and bringing deep knowledge of the best practices that support collaborative process. We can help you build internal or community collaboratives that operate effectively and equitably.

- Lay the groundwork and infrastructure for an effective coalition or collaboration
- Support an ongoing or struggling collaboration to increase impact
- Offer skill-building in collaborating across difference Introduce and use the tools of Network Weaving
- Provide training on the factors that support effective collaboration found in *Collaboration: What Makes It Work* co-authored by Courageous Change Collective Co-Founder Kirsten Johnson

Equity-Driven Organizational Transformation

Becoming an effective organization in which everyone feels welcomed and can bring their best work requires intentionality. We support organizations in living up to their full potential by becoming diverse and inclusive workplaces that are well equipped to advance equity in their programs, policies, and practices. We will work with your organization to help develop the skills, frameworks, shared language, and practices needed to navigate cultural differences and cultivate equity.

- Diversity, Equity and Inclusion Organizational Development
- Courageous dialogues around justice and equity
- Centering culture and identity in program design
- Intercultural Development Inventory (IDI)
- Intercultural Conflict Styles Inventory (ICS)



Leadership Development

We believe that advancing equity and social change requires intentional investment in leadership development at all levels. Our mindsets, how we show up, and the actions we take impact relationships around us and the policies and practices in our organizations. As individuals, we can either perpetuate white supremacy cultural norms and uphold structural racism or we can actively dismantle oppressive systems and transform organizations. This requires constant self-awareness and commitment to practicing new ways of thinking and being. We will work with you to design leadership development opportunities.

- Honoring culture and lived experience
- Exploring core values
- Creating space for self reflection
- Building effective skills to be a racial equity leader

Systems Change

Creating equity means we must look beyond the individual level to understand the larger contexts and systems in which our programs, organizations and projects are embedded. Systems change requires being outcome-focused, creating explicit and intentional processes that question assumptions, name power dynamics, and rework policies and practices. We can support you in navigating and implementing equitable systems change.

- Embed a racial equity lens in your project, program or organization
- Conduct systems mapping to process to identify leverage points for change
- Build systems mindsets through training and development
- Use a racial equity assessment tool to review your policies and practices
- Operationalize community feedback into tangible changes in your organization

Training & Learning Communities

We believe learning happens in environments that are welcoming and inclusive, focuses on community building, and are highly engaging and experiential.

We have experience designing and facilitating a variety of training formats and learning communities such as:

- Capacity Building Training
- Communities of Practice
- Cohort-based Learning
- Coaching



Through a collaborative process, we design trainings that fit your needs and set up your team and organization for success. Additionally, we facilitate and lead various ongoing learning communities.

- MSP Network Weavers Community of Practice
- REASN - Racial Equity Action Support Network

**For more information please contact us at
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