

Addressing the “elephant in the room”: Tools for mapping power and privilege to advance equity in evaluation

November 2017

Agenda

1. Welcome and introductions
2. Identity mapping
3. Overview of our approach to culturally responsive evaluation
4. Mapping power and privilege
5. Discussion
6. Thank you!

Culturally Based Consulting (CBC) at Harder+Company

Culturally Based Consulting (CBC) is our commitment to design, implement, and deliver accessible and practical processes and products that reflect the needs, values, and cultural contexts in which our clients operate. Our internal CBC workgroup creates tools and opportunities for our staff to reflect upon our own culture and biases as well as the diverse cultures of the communities and stakeholders we work with. These activities equip our team with the skills to foster genuine and respectful collaborations that help our clients advance social change.

CBC Tools and Processes

Stimulating ongoing dialogue on issues related to culture and equity

- **Staff orientation and onboarding** CBC values and resources are shared with new staff during the onboarding process.
- **Learning Circles and Journal Clubs** All staff have the opportunity to engage in activities and discussions about culture and equity and how they impact our work. Activities include:
 - Insider-outsider activity
 - Case study discussions
 - Identity mapping
 - Privilege walk survey
 - Power and privilege theatre
 - Discussion of current events and publications

Developing and sharing innovative approaches that prioritize culture, diversity and equity

- **Internal resources** The CBC workgroup develops resources that all staff can apply to their project work.
 - CBC Checklist and project questions
 - Topic specific resources (e.g. Gender and Sexual Orientation Guide, Family Formation Guide)
 - Translation best practices
 - Stakeholder power mapping tool
 - Project consultation
- **Participatory research methods.** Community members are engaged in evaluation through participatory research methods.
 - Asset mapping, photovoice, videovoice
 - Shared sense-making and dissemination activities

CBC in practice: Identity Mapping Activity

Intersectionality is an approach largely advanced by women of color, arguing that classifications such as gender, race, class, and others cannot be examined in isolation from one another; they interact and intersect in individuals' lives, in society, in social systems, and are mutually constitutive.

Source: WPC Glossary from 14th Annual White Privilege Conference Handbook, White Privilege Conference, 2013.

Activity Guidelines:

1. Each participant needs a piece of blank paper and a pen/marker.
2. **3 minutes:** On your own, brainstorm the various identities that you identify with and write them across your paper. These words should be scattered across the page, not in a line.

Examples of identities: woman, parent, sister, person of color, partner, queer, immigrant, San Franciscan, Ivy League graduate, activist, feminist, first generation college student, researcher, evaluator, etc.

Note: If you would prefer to limit your discussion to your identities in the workplace, you may write "researcher/evaluator" at the center of your paper.
3. **7 minutes:** Draw circles around the identities on the paper. Then, review your identities and draw lines to connect your identities to each other. As you draw these lines, reflect on how these identities, and the intersection of these identities show up in your professional and personal life (e.g., what people think about you, what people expect from you, what positive or negative experiences you have had, how these identities privilege you, etc.)
4. **5 minutes:** In pairs, share your reflections on one or more identity and how it interacts with your role as a researcher and evaluator here at H+C.
5. **5 minutes:** Large group discussion
 - a. What did you like about this activity?
 - b. Did you learn something new about yourself or your partner?

Contact us for more information!

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