

**Measuring a Leader: Brown Bag Discussion on Social Justice and Racial Analysis**

A brown bag discussion is an easy way to bring together local chapter members and other colleagues. How to organize one:

§Utilize conference space at your organization

§Create an Eventbrite for the event (click [here](https://drive.google.com/a/epip.org/file/d/0B7VaQurb8TIrd0hLV3lKMF9SVzA/view?usp=sharing) for instructions)

§Invite chapter members and local nonprofit/philanthropy colleagues

**Goals**

* Stimulate discussion and reflection among emerging leaders about their experiences with Social Justice and Racial Analysis skills
* Exchange tips, ideas, and resources for strengthening and practicing Social Justice and Racial Analysis skills

**Materials**

* Discussion questions (see sample questions below)
* Discussion Feedback form

**Leadership Roles**

* Facilitator
  + New to facilitation? Check out these facilitator guides:
    - [Facilitation: Tools of the Trade](http://www.epip.org/2014/12/webinar-recap-facilitation-tools-of-the-trade/) (Materials from one of our Wednesday Webinars)
    - [The Art of Facilitation, by National Community Development Institute](https://drive.google.com/a/epip.org/file/d/0B6lW6vMybwzwRHVOWVU0Y1VFV0k/edit?usp=sharing)
    - [Developing Facilitation Skills, from The Community Toolbox by the University of Kansas](http://ctb.ku.edu/en/table-of-contents/leadership/group-facilitation/facilitation-skills/main)
* Reporter
  + Using the Discussion Feedback form, the reporter takes notes to share with the group and with EPIP National. By reviewing the Discussion Reportback, EPIP National can stay current on what matters to our members and connect you to follow-up resources.

**Program Structure**

A suggested agenda for a 1 hour brown bag might be:

1. Settling in and introductions: 15 minutes
2. Discussion (see sample questions below): 40 minutes
3. Wrap up/fill out Discussion Reportback form: 5 minutes

Depending on how much time you have, smaller groups (under 10)--can have the discussion within the whole group. If the group is larger, consider dividing up into smaller groups for the main discussion and concluding with report-backs to the large group

**Sample Discussion Questions (For a 40 minute discussion, choose 3-5 questions)**

Measuring a Leader describes Social Justice and Racial Analysis skills as the ability to:

• embrace diversity based on race, ethnicity, gender, sexual orientation, disability and age  
• understand the historical origins of long-standing structural problems  
• ensure equitable and just outcomes for all people

Some of the ways that you can demonstrate these skills include:  
• [engagement in community-based organizations through volunteerism](http://www.epip.org/2013/12/we-are-not-alone/" \t "_blank)  
• [blogging or leading presentations on social justice topics](http://www.epip.org/2014/04/a-few-thoughts-towards-more-inclusive-philanthropy/" \t "_blank)  
• [speaking comfortably about issues of race, ethnicity, gender, sexual orientation, disability and age](http://www.epip.org/2014/02/gender-theory-race-class-transformative-philanthropy/" \t "_blank)  
• [highlighting a list of publications they read on social justice topics](https://www.ncrp.org/files/publications/Real_Results_Why_Strategic_Philanthropy_is_Social_Justice_Philanthropy.pdf)

1. At this point in your professional life, what are the opportunities for developing these skills? What are the barriers?
2. How have you demonstrated these skills? Which do you feel most comfortable with? Which do want to develop more?
3. How would you define the differences between individual, institutional, and systemic/structural racism?
4. What are some ways that people, institutions, and society ignore or conceal racism, sexism, and other types of oppression?
5. What are some ways to identify and address these kinds of oppression?
6. What are opportunities to learn how to talk comfortably about social and racial justice?
7. What are some local opportunities to promote equity?
8. ***Local chapter:*** What programs or activities has our EPIP local chapter organized that relate to Social Justice and Racial Analysis? What programs or activities can we organize related to these skills?

**DISCUSSION FEEDBACK FORM** (please email a completed form to your regional coordinator and Michael Barham-michael@epip.org)

* Date/duration/topic of discussion
* Who were the facilitator and recorder?
* How many people attended?
* Please provide a brief description/breakdown of who was in the room: E.g., chapter members, steering committee members, non-EPIPers, younger/entry-level (program assistants, program associates, etc), mid-level (program officers, program managers, program directors), senior (senior directors, etc)
* What were the main discussion points?
* Key takeaways?
* What resources were mentioned in the discussion?
* Any followup discussions or programs planned? Any lingering questions?
* Any comments or suggestions for future discussion guides?