



Aspiring Ally Work for Organizations

**Friday, November 8th
8:30am-12:00pm**

Walla Walla, WA

**Facilitators:
Mike Beebe & Viviana Aguilar**



Acknowledgements:

- **Original keepers of this land**
- **Walla Walla Community College**
- **Danielle Garbe Reser & the Sherwood Trust Foundation**

Welcome! Howdy!

¡Bienvenidos! ¡Bienvenidas!

Glad you're here!

!Bienvenue!

Foon Ying! Aloha!

Willkommen!



F. = Facilitating

A. = Awareness &

C. = Change for

E. = Equity



Consulting Collaborative



Learning Outcomes:

- ❖ **Introduce MultiCultural Organizational Development Model.**
- ❖ **Identify the stage or stages your organization is at.**
- ❖ **Identify Next Steps for Equity**

Workshop Flow:

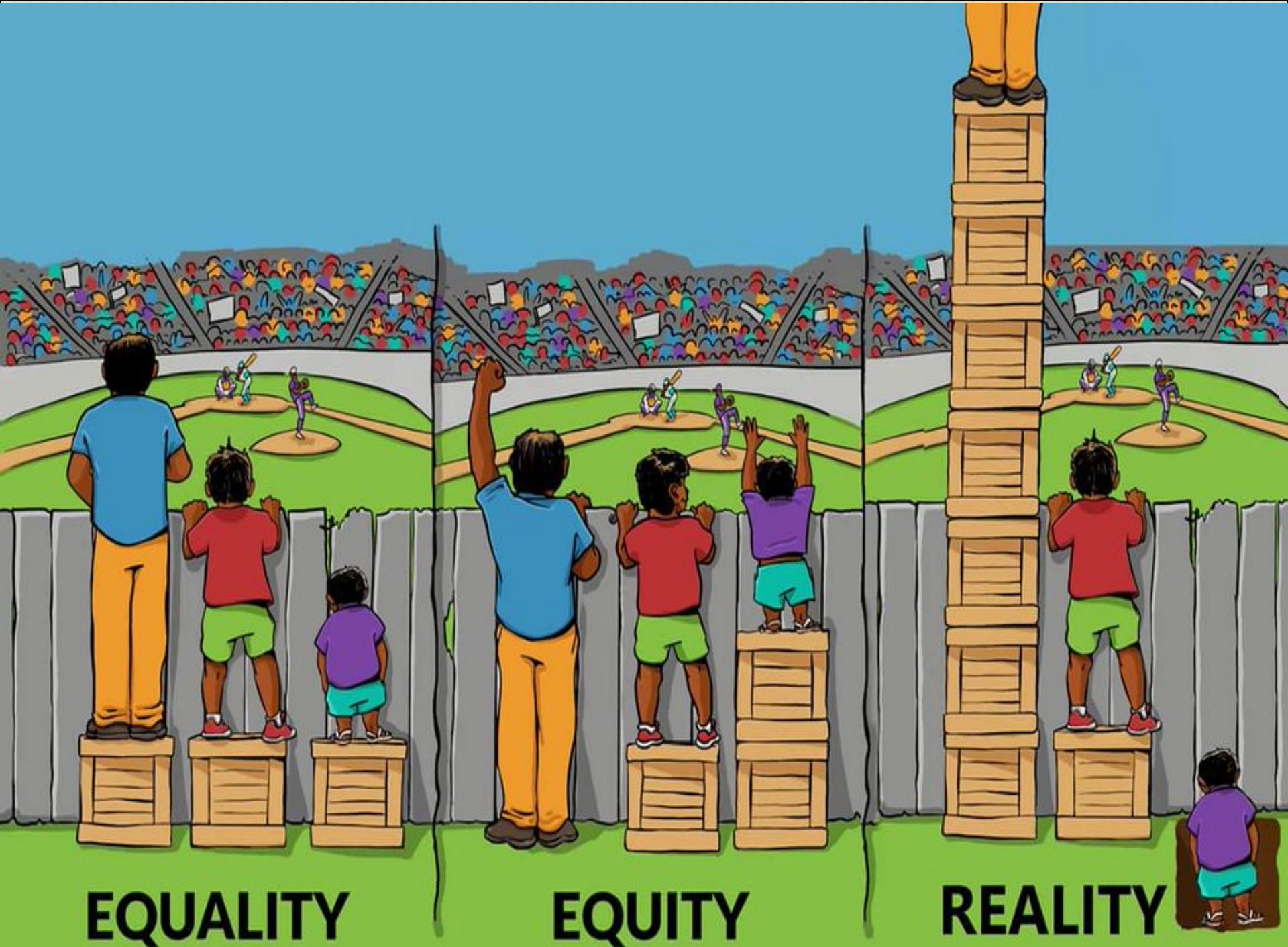


- ❑ **Welcome, intros, overview**
- ❑ **MCOD at a glance**
- ❑ **Aspiring Ally Definition**
- ❑ **Exploring Culture & Identity**
- ❑ **The MultiCultural Organization**
- ❑ **The MCOD Stage Model- a deeper dive**
- ❑ **Steps to Strategic Organizational Change**
- ❑ **Appreciations & Closing**

**Proposed
WORKING
AGREEMENTS:**



- **Share the talk time**
- **Respect & honor each other**
- **Do active listening**
- **Share your knowledge**
- **Technology for break time please**
- **Help one another**
- **Get curious together**
- **Move up, move back**
- **Hold space for each other that is safe and brave**
- **Keep confidentiality**



EQUALITY

EQUITY

REALITY

Levels of the Work

**Structural – institutional
accountability**

**Institutional - recognize
and challenge power
imbalances**

**Individual –lifelong
learning & critical self
reflection**

ASPIRING ALLY

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An aspiring ally is a member of the privileged or agent group who takes a stand against social injustice directed at targeted groups or group members.

An aspiring ally works to be an agent of social change rather than an agent of oppression or a passive member of society.



Significant dimensions of our cultural identities

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RACE/ETHNICITY

GENDER

GENERATION/AGE

GEOGRAPHIC LOCATION

NATIONALITY

BODY SIZE

LANGUAGE OF ORIGIN

MARITAL STATUS

INDIGENOUS STATUS

SEXUAL ORIENTATION

RELIGION/SPIRITUALITY

EDUCATION

FAMILY STATUS

IMMIGRATION STATUS

PHYSICAL/ MENTAL ABILITY

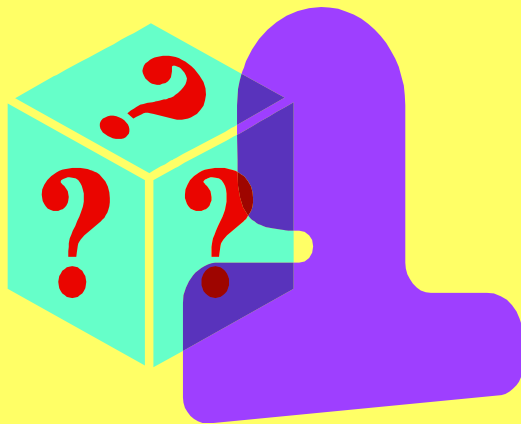
ECONOMIC CLASS

WORK/LABOR

BIOLOGICAL SEX

VETERAN STATUS

Ally Behavior:



Reflect on my Social Location:

- Where do I have agent and target status?**
- Where do I hold privilege and unearned advantage?**

Exploring Complex Identities within a Social Justice Framework



□ **These categories are based on systems of privilege and oppression, not on individual experiences.**

□ **Please read over the list on the page and circle whether you currently belong to a group that is privileged or marginalized within each of the categories.**

□ **Once you have completed the table review, please answer the reflection questions that follow.**

A Multicultural Organization

Jackson, Hardiman, and Holvino

1. Clear **commitment** to creating an inclusive organization
2. Seeks, develops, and values the **contributions and talents of all members**
3. Includes **all members as active participants** in decisions that shape the organization
4. **Employees reflect diverse social and cultural groups** throughout all levels of the organization; and **demonstrate the multicultural competencies** to serve the increasingly diverse student populations
5. **Acts** on its commitment to **eliminate** all forms of **exclusion/discrimination** within the organization, including racism, sexism, heterosexism, ageism, classism, ableism, religious oppression, etc.
6. Follows through on **broader social and environmental responsibilities**

MCOD Stage Model

Stage 1: The Exclusionary Organization

Stage 2: The Club

Stage 3: The Compliance Organization

Stage 4: The Affirming Organization

Stage 5: The Redefining Organization

Stage 6: The Multicultural (Inclusive)
Organization

MCOD Stage Model: Stages 1-3

- Stage 1: The Exclusionary Organization
 - No way!

- Stage 2: The Club
 - Our way or the highway!

- Stage 3: The Compliance Organization
 - The letter of the law!

MCOD Stage Model: Stages 4-6

- Stage 4: The Affirming Organization
 - We welcome “diverse candidates.”

- Stage 5: The Redefining Organization
 - Inclusion is central to our success and daily practices!

- Stage 6: The Multicultural (Inclusive) Organization
 - We live inclusion values and practices every moment!

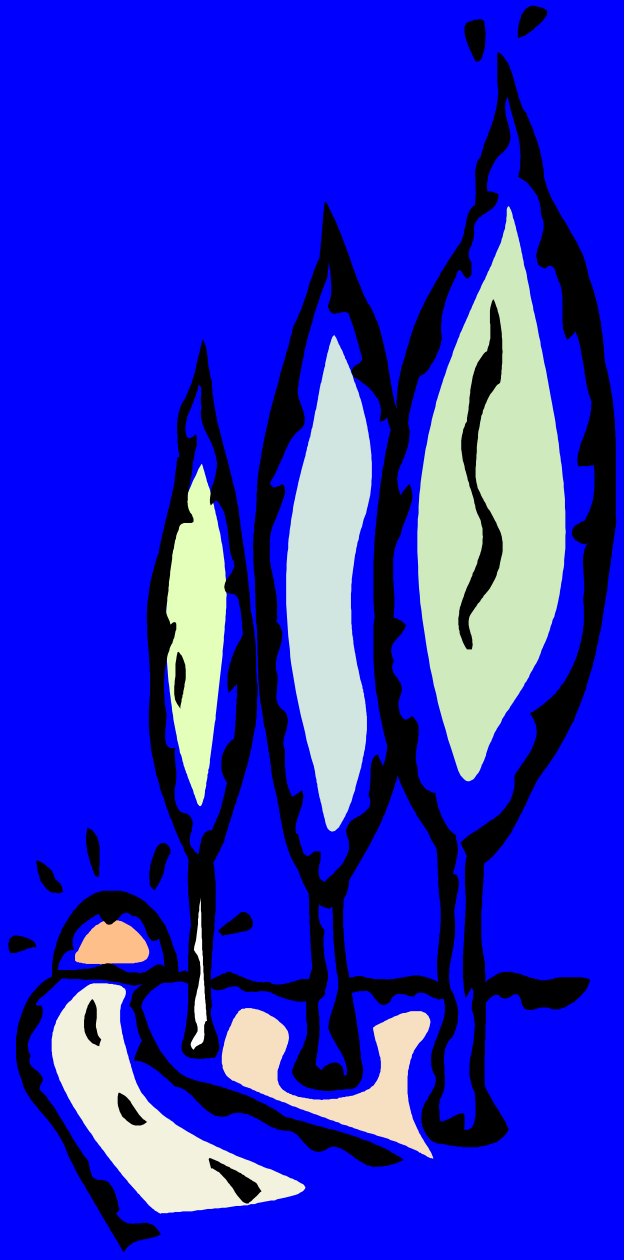
MCOD Group Discussion

- Read Assigned stage at your table and discuss:**
 - Name an example of your assigned stage at work**
 - What do you see happening at this stage in your workplace (if any)?**
 - How does this inform your next steps to creating a more equitable organization?**

Steps to Organizational Change



- **Gain Leadership commitment**
- **Form a Change team**
- **Communicate Vision**
- **Conduct a Cultural Audit/Assessment & analyze**
- **Identify “Best Practices” used by other organizations**
- **Create Strategic Plan**
- **Implement Plan for accountability**
- **Evaluate progress and revise plan**



Thanks for sharing!!

Xie Xie Asante

MAHALO!

Danke! Salamat po!

¡Gracias! **Grazie**

Merci! Arigato!

Toda Shukran

¡Buena suerte!