**IBCS Notes**

3/4 Meeting with PM

3/1 Meeting with SH + LJ

Meeting with Shanee and Lo

-tea chats with Black identifying staff

-Black folx who didn’t show up in the space

-no one said Shauwea cannot be in the space

-except for one person

-would value Shauwea being there - if they feel like things in the org arent going well

-empower them to have that relationship

-Co-facilitated across positions of power

-people are able to step out of their role and be people first

-yt folx group: to be able to facilitate, what is the competency building, forcing for the conversation with activities, people will share when prompted, last place worked: different facilitators consistently

-Black folx space: no co-facilitator yet, only one successful meeting, second meeting - not a good time, tea chats with folx - exhaustion at 530, trying to find common ground of when time would work for everyone

Set time and sequencing -

Based on tea time - once a month, bi-weekly,

-continue facilitating spaces

-don’t want to feel like its somewhere where folx need to do homework, or do extra things

-not a space where its being heavily facilitated

-yt folx: has to be facilitated and formalized, partnership around resources

-thought partnership on what are the things that either I know are serious gaps to be able to share that very candidly with Shanee, "how do I make it so all the yt folx show up and feel responsibility"

-encouraged to learn and grow

-7 folx in the space

-how often to debrief

-once a month, before or after the session?

-after the session

-has held two spaces

-feeling good about facilitating the space, no before prep

-within 2-4 days to have debrief so information is fresh in mind, heat was raised and strong feedback loop

-no time to look at people's calendar

-self care plans - what is self care looking like? How are folx prioritizing?

-SH: end of the day for mental health day, brain is super wired, hard to go back into meetings or do a ton after facilitating, meditation generally - doing this on a regular basis, need: level of additional coaching - had worked with a DEI coach, working with her again

-LJ: not a space we're just talking, issues on action steps around recruitment process - Black and Latinx men in particular, feedback during debrief and then finding updates for Lo before groups, folx feeling like where is national?, folx feeling like in NY we are doing the work and as a national org - we arent doing the work - what feedback loops are looking

-PM: feeling like we get to create a space for other people to be, for facilitator that isnt the space all the time, debrief portion for facilitators, who is doing these things, who is not recognized?, self care wise: not signing up students to meet right after, encouraging having a block after facilitating to decompress, wants monetary compensation for these things

-timing

First Steps

* Meet with Paola, Lo, Shanee
  + identify who these groups are for - are there community guidelines that can be formed that allow participation of all staff?
  + How often are they occurring?
  + What do folx need to be able to facilitate them?
  + How often should we meet all together?
  + one on ones for agenda planning? Coming into the space with guiding questions?
  + Could these groups be a place for feedback to be raised without names attached? Is there a way for folx to say what they want to be feedback/what is just them needing community?
  + Should these groups be co-facilitated across positions of power to allow space for all staff?
  + What's the timeline for these groups? Will they continue once affinity groups are built? Are they being sustained for the root cause analysis time?
  + What are the self care plans for folx facilitating? How are they building that into their calendar?

Resources for Facilitators