



Introduction to Change Teams

*Equity and Advocacy Division
Urban League of Rochester*

What is a Change Team?

The **INTERRUPT RACISM** initiative strives to push the needle on dismantling structural racism using a collective impact model. This means we work with teams of people within organizations rather than individuals to help transform our community into one where all people may thrive free from the ills of racism.

A **Change Team** is a working committee whose overarching goal is to assess an organization internally on their role in structural racism and injustice and to provide leadership and momentum toward anti-racism.

Who should be on the Change Team?

Each organization needs to decide how to build a Change Team that can support meaningful change in their organization. Each Change Team should have between 5-10 members and should have representation from all levels of the organization. It is important that members with decision-making power within the organization be included.

Each Change Team member should

- Be enthusiastic about making real positive change in our community through organizational improvement.
- Be willing and able to discuss racial injustice, including actual incidents within their organization and in our community more broadly.
- Be able to remain engaged throughout difficult conversations.
- Have at least two (2) hours to dedicate to Change Team efforts per month.
- Have some familiarity with the language of racial inequities and social injustices.
- Be able to maintain a growth mindset to continue learning through discomfort.

What topics will each Change Team discuss and address?

- Pay inequity (by race and gender).
- Cultural respect and celebration.
- Intersectionality and discrimination.
- Micro-aggressions.
- Implicit and explicit bias.
- Power inequities and gatekeeping.
- White supremacy and white fragility.
- Allyship and accomplices.

What is the job of a Change Team?

1. To internally assess their organization's strengths and opportunities, culture, and environment as they are now for ways they may perpetuate inequities
2. To lead and organize a process to help their organization envision what it would look like as an antiracist social change organization
3. To lead a process to establish SMART IDEA goals for their organization
 - **SMART:** Specific, Measurable, Actionable, Realistic, Time-bound
 - **IDEA:** Goals that increase the organization's Inclusion, Diversity, Equity, and Accountability when it comes to racial justice
4. To listen to and elevate the experiences of colleagues from all parts of their organization
5. To identify opportunities to make changes to their organization's policies, practices, and procedures to produce a more equitable and multicultural organization
6. To build community and move their organization toward collective action
 - Help educate their organization on how racism and inequity play out within their industry (*e.g., Those in healthcare should look toward social determinants of health*)
7. To think like a community organizer in helping the organization strategically move toward its goals of having a positive impact on our community
8. To meet on a regular basis for a minimum of two (2) hours per month to achieve the above

[Apply to join](#) our next cohort of Change Teams!

Updated 4/12/21.

This document was adapted from "Change Teams" (Dismantling Racism Project), pp. 68-72, by the Western States Center.