LEVELS OF IMPACT

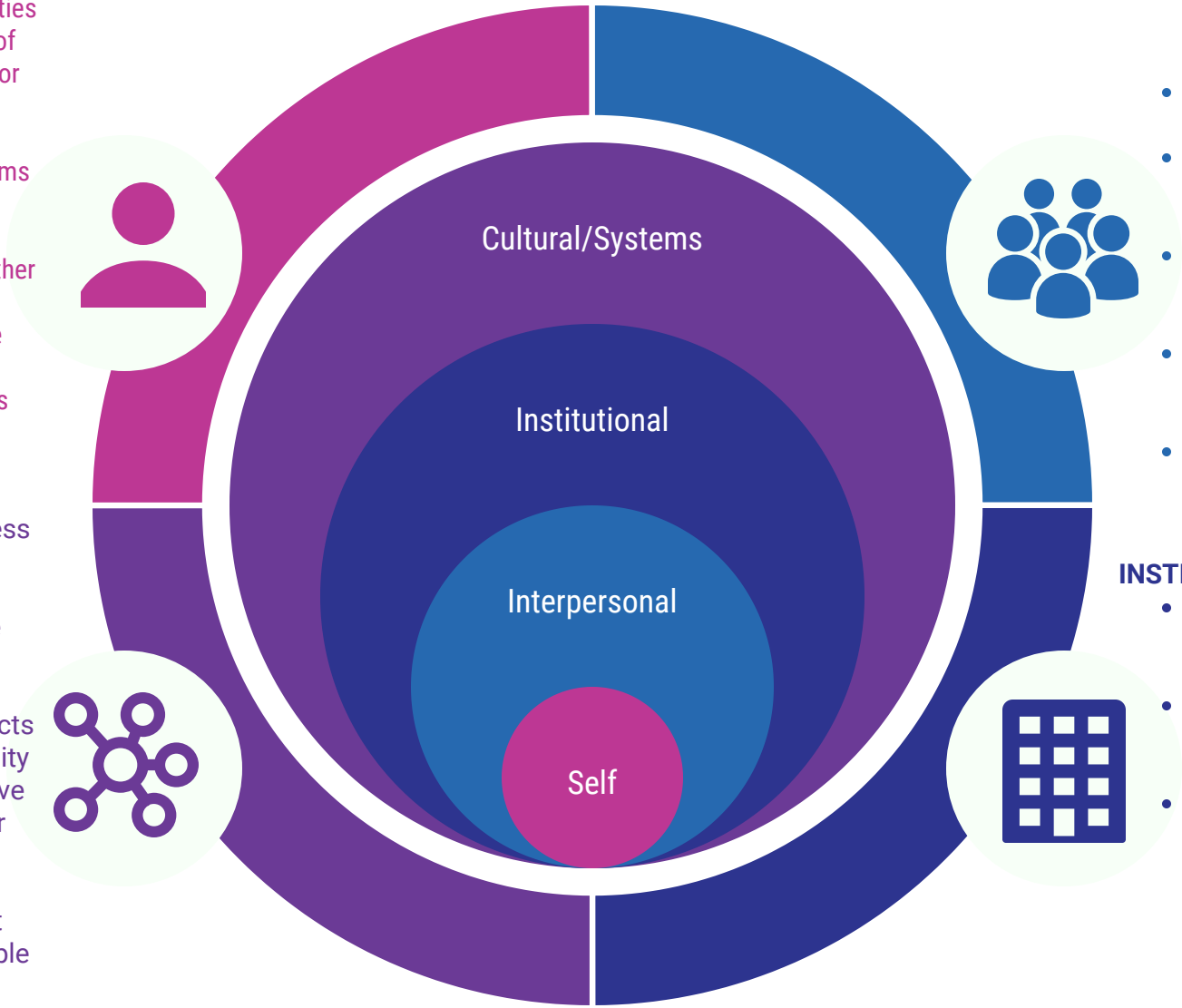
MOSAIC
ProInspire

SELF

- Explore our intersectional identities and become aware of the power/privilege or lack thereof
- Disrupt internalized, harmful belief systems
- Focus on inner well-being and healing
- Build curiosity for other perspectives
- Honor and celebrate the full humanity of ourselves and others

CULTURAL/SYSTEMS

- Identify and address root causes of inequities which result in disparate outcomes for different groups
- Address the impacts of historical inequity
- Engage in collective reimagining of our community
- Establish policies and practices that can create equitable outcomes in the community, for all residents



INTERPERSONAL

- Expand empathy and awareness of others' experiences.
- Expand awareness of how we communicate
- Become mindful of our stress response when interacting with others
- Navigate healthy conflict and restore relationships
- Learn how to hold ourselves accountable for harm
- Give and receive feedback in healthy way

INSTITUTIONAL

- Establish practices and policies that create equitable outcomes
- Address operations across all departments to enhance equity
- Change ways of working so that people impacted are co-creating culture, sharing responsibility, and supporting strategic direction.
- Compensate for unacknowledged labor