

(Either an actual person or the resource is for people)	Equity Cycle Stage	# of Times Referenced	Nonprofit	Philanthropy	Have you used this resource? If so, please list your name and organization below.	Are willing to speak with colleagues about your experience using this resource (Yes/No)?
Dear White People	Awake	1				
John Powell at Haas Institute	Awake	2	✓	✓		
I am from exercise	Awake	1	✓	✓		
YNPN	Awake	1	✓			
Family Migration Timeline Historic markers on the wall	Awake	1	✓	✓		
2020 Census	Awake	1	✓	✓		
SEED	Awake	1				
CASA de Maryland	Awake	1	✓			
Courageous Compass Conversation Tool	Awake	1	✓	✓		
Fake Equity Blog	Awake	1	✓	✓		
Cultural Assessment	Awake	1				
Shawn Dove at Campaign for Black Male Achievement	Awake	1	✓	✓		
Bend the Arc program targeting jewish leaders of color	Awake	1				
PP2A Grad School Scholarship	Awake	1				
Racial Equity Training (General)	Awake	1				
John Powell Haas institute "Othering and Belonging" conferenc	Awake	2	✓	✓		
Jaya John Soulwater Rising	Awake	1				
RaceForward Racial Equity Training	Awake	1	✓	✓		
Darren Walker's Letter on the Ford Foundation's focus on equi	Awake	1		✓		
Racial Identity Training	Awake	2	✓	✓		
Work of David Williams on racism	Awake	1				
Philanthropy must understand that racism is not dead by Tam	Awake	1		✓		
David Hurt Race, Geology and Storytelling Consultant	Awake	1				
Shakti Butler world-trust.org	Awake	1				
DNA Ancestry testing	Awake	1	✓	✓		
Writing of Ta-Nehisi Coates	Awake	1	✓	✓		
Political Will	Awake	1				
Org Culture Interrogated Effectiveness vs. White Supremacy	Awake	1	✓	✓		
Relationship built with communities	Awake	1	✓	✓		
Equity x Design	Woke	1	✓	✓		
IDI Assessment Intercultural Development Inventory	Woke	2	✓			
IISC Facilitative Leadership	Woke	1	✓	✓		
RaceForward Training	Woke	2				
Racial and economic and age breakdown of AmeriCorps	Woke	1				
Revise HR Policies and practices to lessen implicit bias	Woke	1				
Inclusion Ventures	Woke	1	✓	✓		
Pacific Education Group Courageous Conversations	Woke	1				
Opportunistic acceleration of board development staff evaluat	Woke	1	✓	✓		
Generative Somatics especially for people of color to heal trau	Woke	1	✓	✓		
Michelle Molitor	Woke	1	✓	✓		
CompassPoint Equitable Talent Development Cohort	Woke	2				
Leadership development for POC staff	Woke	1	✓	✓		
Discussion group about articles / books on racial equity	Woke	1	✓	✓		
National Equity Projects Leading in Complex Systems Training	Woke	1				
Fake Equity Blog	Woke	1				
Courageous Compass	Woke	2		✓		
Cultural Competency Framework	Woke	1		✓		
Whit men as full diversity partners aka white men as allies wor	Woke	1	✓	✓		
ABFE trainings / coaching	Woke	1	✓	✓		
Harvard Implicit Bias Test	Woke	1	✓	✓		
Dr. David Williams Video -- the house that racism build TedTalk	Woke	1	✓	✓		
Courageous Compass	Woke	2	✓	✓		
Continuum of Institutionalized Racism	Woke	1	✓	✓		
Washington Regional Association of Grantmakers Putting Racis	Work	1		✓		
Pat St. Onge and Seventh Generation Consulting	Work	1	✓	✓		
Black Social Change Funders Network ABFE and Hill-Snowden	Work	7		✓		
Standing up for Racial Equity SURGE trainings, workshops and i	Work	2	✓	✓		
www.racialequitytools.org	Work	1	✓	✓		
CASA de Maryland	Work	1	✓			
Shared People Management Philosophy	Work	1				
D5 State of the Work and Organizational Checklist	Work	1		✓		
Frontline Solutions	Work	1	✓	✓		
Individual coaching	Work	1	✓	✓		

Org Values	Work	1			
Leadership Learning Community Network	Work	1	✓	✓	
Historical Civil Rights Organizations	Work	1	✓		
Tools for evaluating staff salaries by pay band and race with co	Work	1	✓	✓	
Allison Brown Communities for Just Schools Fund	Work	1	✓	✓	
ABFE The Exit Interview	Work	7		✓	
ABFE Leveraging the Trust	Work	7		✓	
ABFE	Work	7		✓	
RaceForward	Work	2	✓	✓	
RoadMap Network of Consultants	Work	1	✓	✓	
People's Institute for Survival and Beyond	Work	2	✓	✓	
Board Recruitment	Work	2	✓	✓	
Opportunity Agenda	Work	1	✓	✓	
Laura Brewer Mean Well, Speak Well Do Well	Work	1			
By-Laws	Work	1	✓	✓	
Succession Plans	Work	1	✓	✓	
Staff Diversity	Work	1	✓	✓	
Development tied to executive compensation	Work	1	✓	✓	
Board recruitment and compensation policy	Work	2	✓	✓	
Just Partners	Work	1			

Resource Label: Process	Equity Cycle Stage	# of Times Referenced	Nonprofit	Philanthropy	Have you used this resource? If so, please list your name and organization below.	Are willing to speak with colleagues about your experience using this resource (Yes/No)?
Org Culture Interrogated Effectiveness vs. White Supremacy	Awake	1				
Relationship built with communities	Awake	1				
CEO leadership makes diversity a priority, specifically POC represen	Awake	1				
Forward Stance and Generative Somatics	Awake	1	✓	✓		
Wheel of Change	Awake	1	✓	✓		
Focus on the Feedback by the People We Want to Help	Awake	1	✓	✓		
Annie E. Casey Toolkit	Awake	1	✓	✓		
Harvard Implicit Association Test	Awake	2	✓	✓		
FSG	Awake	1	✓	✓		
Kirwan Institute, Ohio State, opportunity mapping with racial dispa	Awake	1	✓	✓		
Everyday Feminism articles checklist	Awake	1	✓	✓		
Racial Identity Development Theory J. Helms	Awake	1				
Inclusion Training	Awake	1				
Culture and Systems Audits	Awake	1	✓	✓		
Boosts and Barriers Timelines	Awake	1	✓	✓		
Unconscious Bias Training	Awake	1	✓	✓		
Identity / Narrative Work understanding own story about race / col	Awake	2	✓	✓		
Embedding Equity Community of Practice	Awake	1				
InDeep Community of Practice for Environmental Funders	Awake	1		✓		
Monica Dennis Racial liberation webinar series	Awake	1				
Intercultural Development Inventory (IDI)	Awake	3	✓	✓		
Pre-Post Surveys where staff are asked to define key concepts like "	Awake	1	✓	✓		
Courageous Compass	Woke	2	✓	✓		
Continuum of Institutionalized Racism	Woke	1	✓	✓		
IDI Intercultural Development Inventory	Woke	2	✓	✓		
Create an Equity Statement for Org	Woke	1	✓	✓		
Change management tools such as the change cycle or bridges tran	Woke	1				
Annie E. Casey's Grantmaking with a Racial Equity Lens Tools and W	Woke	2		✓		
Interaction Institute for Social Change	Woke	1	✓	✓		
Facilitative Leadership for Racial Justice	Woke	1	✓	✓		
White supremacy culture inventory of cultural traits and behaviors	Woke	1				
Grantmaking with a Racial Equity Lens GrantCraft and PRE	Woke	1		✓		
Intention vs. Impact to identify microaggressions	Woke	1	✓	✓		
RFPs for vendors including racial equity lens criteria	Woke	1	✓	✓		
Orgs develop an equity statement and action plan	Woke	1	✓	✓		
Cook-Ross	Woke	1	✓	✓		
RaceForward 1-on-1 coaching for orgs	Woke	2	✓	✓		
White Rage by Carol Anderson	Woke	1	✓	✓		
Wong's type of microaggressions	Woke	1				
Tatum's new / revised racial identity development stages New: Wh	Woke	1				
What Can I Do? Three necessary tensions in teaching teachers abou	Woke	1				
Rebel Yellow Social Media Blog	Woke	1				
Shaun King / Woke Folks	Woke	1				
By-Laws	Work	1	✓	✓		
Succession Plans	Work	1	✓	✓		
Staff Diversity	Work	1	✓	✓		
Development tied to executive compensation	Work	1	✓	✓		
Board recruitment and compensation policy	Work	2	✓	✓		
Just Partners	Work	1				
Allen Frimpang Movement Netlab	Work	1	✓	✓		
Interaction Institute for Social Change Collective Impact with Racial	Work	2	✓	✓		
Race Matters Institute	Work	2				
IDI Assessment	Work	1	✓	✓		
DEI Internal Audit	Work	1	✓	✓		
NCRP's Report "Leveraging Limited Dollars"	Work	1		✓		
Use of racial equity tool in own organization	Work	1	✓	✓		
Each organization has a racial equity action plan	Work	1	✓	✓		
Org change strategies to integrate racial equity across our own orgs	Work	1	✓	✓		
Interaction Institute for Social Change Collective Impact with Racial	Work	2	✓	✓		
Hold focus groups among POC to gain understanding of their experi	Work	1	✓	✓		

GARE Government Alliance on Race Equity (part of Race Forward)	Work	2	✓			
Frameworks Institute Equity Narrative (language)	Work	1	✓	✓		

Resource Label: Program	Equity Cycle Stage	# of Times Referenced	Nonprofit	Philanthropy	Have you used this resource? If so, please list your name and organization below.	Are willing to speak with colleagues about your experience using this resource (Yes/No)?
"I Am From" exercise	Awake	1	✓	✓		
National Equity Project's Leading for Equity Institute	Awake	1				
Facing History and Ourselves	Awake	1				
Teaching Tolerance Southern Poverty Law Center	Awake	1	✓	✓		
The Management Center Core Curriculum Now includes equity	Awake	1	✓	✓		
People's Institute Anti-Racism Training	Awake	1	✓	✓		
Intercultural Development Inventory	Awake	2	✓	✓		
Meyer Memorial Trust DEI Framework self-assessment of perceived experience with	Awake	1	✓	✓		
Forward Together Variety of tools / programs on intersectionality, sexuality, race and	Awake	1	✓			
Fund the People Talent Investment Toolkit	Awake	1	✓	✓		
Race Matters Institute	Awake	2				
ABFE's Responsive Philanthropy in Black Communities Trainings	Awake	3		✓		
SURGE Institute	Awake	3	✓			
Give POC that are high performing a mentor in a senior position of leadership	Awake	1	✓	✓		
Privilege Walks	Awake	1	✓	✓		
IDI Assessments (Intercultural Development Inventory)	Awake	2	✓	✓		
Steppen WOLF Theatre in Chicago	Awake	1				
The art of transformation Consulting Robert Gass	Awake	2	✓	✓		
Unpacking the Knapsack Peggy Macintosh	Awake	2	✓	✓		
ABFE's Responsive Philanthropy in Black Communities Training	Awake	3		✓		
Public Allies' My Brother's Keeper Initiative	Woke	1	✓	✓		
Culture / Mission Alignment	Woke	1	✓	✓		
Americans for Indian Opportunity, Ambassadors Program	Woke	1	✓			
Situational Leadership II	Woke	1				
Forward Change Consulting Life-Course Systems Framework	Woke	1				
Windcall Executive Self-Care	Woke	1	✓			
White men as full diversity partners www.wmfd.org	Woke	1	✓	✓		
PRE Resources and Workshops	Woke	1		✓		
The Leader Spring Fellowship	Woke	1				
Rockwood Leadership	Woke	1	✓	✓		
The Unity Summit at Change Philanthropy	Woke	2		✓		
Creating liberatory structures (book)	Woke	1	✓	✓		
Cycle of Socialization by Love	Woke	1				
Unity Summit by Change Philanthropy	Woke	2		✓		
CompassPoint management support organization w/ Racial Equity Practice	Woke	1	✓	✓		
Diversity and social justice education See Erica Hines	Work	1				
The Management Center POC Cohorts trainings in supervision	Work	1	✓	✓		
Race Matters Training ABFE	Work	3		✓		
Detroit Equity Action Labs (DEAL) building decentralized network of social change	Work	1	✓	✓		
Professional development	Work	1	✓	✓		
Disability Justice Collective	Work	1				
InDeep Embedding Equity Community of Practice focused on talent development and	Work	1				
InDeep Professional Development Series focused on Racial Equity and Social Justice G	Work	1		✓		
Aspen Institute's Structural Racism and Community Building	Work	1	✓	✓		
Putting Racism on the Table Series Discussion Guide by john powell	Work	1	✓	✓		
SURGE Institute	Work	3	✓	✓		
Unconscious Bias Training	Work	1	✓	✓		
Racial Equity Resources Guide racialequityresourcesguide.com	Work	2				
Fund The People Invest in equity inside the nonprofit workforce	Work	2	✓	✓		
Opportunity Agenda org/resources for messaging with racial equity at the center	Work	1	✓	✓		
Race Matters Institute	Work	2				
Movement Generation Just Transition Retreats	Work	1				
Government Alliance for Racial Equity (part of RaceForward	Work	1	✓			
Funders for LGBTQ Issues	Work	2		✓		
Funders for LGBTQ Issues Out in the South research, grants and convening	Work	2		✓		
Marshall Ganz Story of Organizing	Work	1	✓			
Movement Strategy Center Transition Labs	Work	1	✓			
Fund the People Investing in equity inside the nonprofit workforce	Work	2	✓	✓		
YWCA training on unlearning racism (YWCA Milwaukee)	Work	1	✓			
Seeding Disruption DC Race Equity and Education	Work	1				
Thousand Currents Academy Leadership Program in Philanthropy	Work	1		✓		
Bay Area Justice Funders Network Harmony Institute	Work	1		✓		
Art of Transformational Consulting Robert Gass	Work	2	✓	✓		

Resource Label: Data	Equity Cycle Stage	# of Times Referenced	Nonprofit	Philanthropy	Have you used this resource? If so, please list your name and organization below.	Are willing to speak with colleagues about your experience using this resource (Yes/No)?
Intercultural Development Inventory (IDI)	Awake	1	✓	✓		
Pre-Post Surveys where staff are asked to define key concepts like "race" and then the	Awake	1	✓	✓		
Equitable Evaluation equitableeval.org	Awake	1		✓		
Developing junior management diversity National Human Services Assembly	Awake	1	✓			
PolicyLink Equity Atlas	Awake	1	✓	✓		
Race to Lead report	Awake	7	✓	✓		
Robin DiAngelo articles / books on white fragility	Awake	1				
Mission Measurement	Awake	1				
GuideStar Data on Diversity	Awake	2	✓			
Race to Lead report	Awake	7	✓	✓		
Alliance for Strong Families and Communities 2017 Compensation Report	Awake	1	✓			
BoardSource 10 Steps for Diversifying your Board article	Awake	1	✓	✓		
Recent foundation report on lack of senior management diversity in foundations	Awake	1		✓		
Generation data / info on equity issues	Awake	1				
Nonprofit AF by Vu Le	Awake	1	✓	✓		
What the heck does equity mean? SSIR Review article	Awake	1	✓	✓		
racialequitytools.org	Awake	2	✓	✓		
"Unrealized Impact" reports by Bellwether	Awake	3				
Cultural Competency Assessment	Awake	1				
D5	Awake	2		✓		
Unrealized Impact Study	Awake	3				
Management Assistance Group	Awake	1	✓	✓		
Race to Lead Building Movement Project	Awake	7	✓	✓		
The New Jim Crow by Michele Alexander	Awake	1	✓	✓		
13th Documentary by Ava DuVernay	Awake	1	✓	✓		
First Nations Development Institute Research on perceptions of native communities for	Awake	1		✓		
Grantmaking with a Racial Equity Lens by PRE and GrantCraft	Awake	1		✓		
CodeSwitch Podcast and Episodes	Awake	1	✓	✓		
Blackish Episodes, particularly around police shootings	Awake	1	✓	✓		
Kellogg Foundation Anti-Racist / Equity Database	Awake	1	✓	✓		
Harvard Review's Implicit Bias Test	Awake	1	✓	✓		
GuideStar's data on nonprofit demographics	Awake	2	✓	✓		
Data for Black Lives	Awake	1				
www.racialequitytools.org	Awake	2	✓	✓		
Fund The People Toolkit on Equity and Inclusion	Awake	2	✓	✓		
Ford's American Dream Score	Awake	1	✓	✓		
Kirwan Institute Resources on Unconscious Bias	Woke	1	✓	✓		
John Powell "Other and Belonging"	Woke	1	✓	✓		
Green 2.0	Woke	1				
Tema Okun Signs of White Dominant Culture	Woke	1				
Patty Digh Dismantling Racism Training	Woke	1				
Create an equity vision and strategy tied to organizational goals / metrics	Woke	1	✓	✓		
Unrealized Impact News Goals and Promise 54	Woke	3				
Annie E. Casey's Anti-Racism Toolkit	Woke	1	✓	✓		
Ijeoma Oluo writer, social media blogger	Woke	1				
Son of Baldwin Social Media Blogger	Woke	1				
Explicitly document work norms and expectations ... make available to all	Woke	1	✓	✓		
DEI Grantmaking Case Study New School and Lumina Foundation	Woke	1	✓	✓		
The Fellowship for Race Equity in Education	Woke	1				
PRE Racial Equity Audits	Woke	1		✓		
Movement for Black Lives Platform	Work	1	✓	✓		
Understanding the cycle of liberation by Bobby Haro	Work	1				
BMP Race to Lead Report on LGBTQ POC	Work	7	✓	✓		
PolicyLink	Work	1	✓	✓		
Dis-aggregate data by race	Work	1	✓	✓		
Race to Lead report	Work	7	✓	✓		
Fund the People's Equity and Inclusion Work	Work	2	✓	✓		
Bay Area Justice Funders Network The Choir Book: A Framework for Social Justice Phila	Work	1		✓		
NCRP's toolkit for evaluation / assessment Philanthropy	Work	1		✓		
Diversity and social justice education (See Ericka Hines)	Work	1				

Response	What is written on the post-It?	Awake:WI	Woke:Wh	Work:Whi	Individual	Other	Res	People:WI	Process:W	Data:Whi	Programs	Nonprofit	Philanthr	Unknown	Tool:Cat	Approach	Media	Pie	Person / C	Concept	additional notes
132	Leadership development for POC staff		Woke					People				Nonprofit	Philanthropy			Approach / Strategy					
133	Discussion group about articles / books on racial equity		Woke					People				Nonprofit	Philanthropy			Approach / Strategy					
134	National Equity Projects Leading in Complex Systems Training		Woke					People				Nonprofit	Philanthropy	Unknown		Approach / Strategy			Person / Organization		
135	Fake Equity Blog		Woke					People				Nonprofit	Philanthropy			Media Piece					
136	Courageous Compass		Woke					People				Nonprofit	Philanthropy	Tool		Approach / Strategy					
137	Cultural Competency Framework		Woke					People				Nonprofit	Philanthropy	Unknown		Approach / Strategy			Concept		
138	Whit men as full diversity partners aka white men as allies workshop		Woke					People				Nonprofit	Philanthropy	Unknown		Approach / Strategy					
139	ABFE trainings / coaching		Woke					People				Nonprofit	Philanthropy						Person / Organization		
140	Harvard Implicit Bias Test		Woke					People				Nonprofit	Philanthropy	Tool							
141	Dr. David Williams Video -- the house that racism build TedTalk -- how		Woke					People				Nonprofit	Philanthropy						Media Piece		
142	Courageous Compass		Woke					People	Process			Nonprofit	Philanthropy	Tool		Approach / Strategy					
143	Continuum of Institutionalized Racism		Woke					People	Process			Nonprofit	Philanthropy	Tool							
144	IDI Intercultural Development Inventory		Woke						Process			Nonprofit	Philanthropy	Tool							
145	Create an Equity Statement for Org		Woke						Process			Nonprofit	Philanthropy			Approach / Strategy					
146	Change management tools such as the change cycle or bridges transition		Woke						Process			Nonprofit	Philanthropy	Unknown							look into the tools mentioned
147	Annie E. Casey's Grantmaking with a Racial Equity Lens Tools and Work		Woke						Process			Nonprofit	Philanthropy	Tool					Person / Organization		
148	Interaction Institute for Social Change		Woke						Process			Nonprofit	Philanthropy						Person / Organization		
149	Facilitative Leadership for Racial Justice		Woke						Process			Nonprofit	Philanthropy						Person / Organization		
150	White supremacy culture inventory of cultural traits and behaviors "Dis		Woke						Process			Nonprofit	Philanthropy	Unknown							
151	Grantmaking with a Racial Equity Lens GrantCraft and PRE		Woke						Process			Nonprofit	Philanthropy	Tool					Media Piece		
152	Intention vs. Impact to identify microaggressions		Woke						Process			Nonprofit	Philanthropy							Concept	
153	RFPs for vendors including racial equity lens criteria		Woke						Process			Nonprofit	Philanthropy			Approach / Strategy					
154	Orgs develop an equity statement and action plan		Woke						Process			Nonprofit	Philanthropy			Approach / Strategy					
155	Cook-Ross		Woke						Process			Nonprofit	Philanthropy						Person / Organization		
156	RaceForward 1-on-1 coaching for orgs		Woke						Process			Nonprofit	Philanthropy						Person / Organization		consulting firm that does hiring and in-house training on implicit bias
157	White Rage by Carol Anderson		Woke						Process			Nonprofit	Philanthropy						Media Piece		
158	Wong's type of microaggressions		Woke						Process			Nonprofit	Philanthropy	Unknown							is this a specific article, tool?
159	Tatum's new / revised racial identity development stages New: Why are		Woke						Process			Nonprofit	Philanthropy	Unknown							look into what this is
160	What Can I Do? Three necessary tensions in teaching teachers about ra		Woke						Process			Nonprofit	Philanthropy	Unknown							
161	Rebel Yellow Social Media Blog		Woke	Work					Process			Nonprofit	Philanthropy	Unknown							
162	Shaun King / Woke Folks		Woke	Work					Process			Nonprofit	Philanthropy	Unknown							
163	Kwan Institute's Resources on Unconscious bias		Woke						Data			Nonprofit	Philanthropy	Tool					Person / Organization		
164	Othering and Belonging book by john powell		Woke						Data			Nonprofit	Philanthropy								
165	Green 2.0		Woke						Data			Nonprofit	Philanthropy						Person / Organization		
166	Tema Okun Signs of White Dominant Culture		Woke	Work					Data			Nonprofit	Philanthropy	Unknown							look up to find link
167	Patty Digh Dismantling Racism Training		Woke						Data			Nonprofit	Philanthropy	Unknown					Person / Organization		
168	Create an equity vision and strategy tied to organizational goals / metri		Woke						Data			Nonprofit	Philanthropy			Approach / Strategy				Concept	
169	Unrealized Impact News Goals and Promise 54		Woke						Data			Nonprofit	Philanthropy	Unknown							
170	Annie E. Casey's Anti-Racism Toolkit		Woke	Work					Process			Nonprofit	Philanthropy	Tool					Person / Organization		
171	Ijeoma Oluo writer, social media blogger		Woke	Work					Data			Nonprofit	Philanthropy	Unknown					Person / Organization		
172	Son of Baldwin Social Media Blogger		Woke	Work					Data			Nonprofit	Philanthropy	Unknown					Media Piece		
173	Explicitly document work norms and expectations ... make available to		Woke						Data			Nonprofit	Philanthropy			Approach / Strategy				Concept	
174	DEI Grantmakin Case Study New School and Lumina Foundation		Woke						Data			Nonprofit	Philanthropy								
175	The Fellowship for Race Equity in Education		Woke						Data			Nonprofit	Philanthropy	Unknown							need more info on what this is
176	PRE Racial Equity Audits		Woke						Data			Nonprofit	Philanthropy	Tool					Person / Organization		
177	Public Allies' My Brother's Keeper Initiative		Woke						Programs			Nonprofit	Philanthropy						Person / Organization		
178	Culture / Mission Alignment		Woke						Programs			Nonprofit	Philanthropy			Approach / Strategy					
179	Americans for Indian Opportunity, Ambassadors Program		Woke						Programs			Nonprofit	Philanthropy			Approach / Strategy			Person / Organization		Organization largely focused on policy reform work
180	Situational Leadership II		Woke						Programs			Nonprofit	Philanthropy	Unknown							what is this?
181	Forward Change Consulting Life-Course Systems Framework		Woke						Programs			Nonprofit	Philanthropy	Unknown	Tool				Person / Organization		
182	Windcall Executive Self-Care		Woke						Programs			Nonprofit	Philanthropy			Approach / Strategy			Person / Organization		
183	White men as full diversity partners www.wmfed.org		Woke						Programs			Nonprofit	Philanthropy						Person / Organization		an org with trainings
184	PRE Resources and Workshops		Woke	Work					Programs			Nonprofit	Philanthropy						Person / Organization		
185	The Leader Spring Fellowship		Woke						Programs			Nonprofit	Philanthropy	Unknown							find out what this is and who the fellows are
186	Rockwood Leadership		Woke						Programs			Nonprofit	Philanthropy						Person / Organization		
187	The Unity Summit at Change Philanthropy		Woke						Programs			Nonprofit	Philanthropy						Person / Organization		
188	Creating liberatory structures (book)		Woke						Programs			Nonprofit	Philanthropy						Media Piece		
189	Cycle of Socialization by Love		Woke						Programs			Nonprofit	Philanthropy						Media Piece		
190	Unity Summit by Change Philanthropy		Woke						Programs			Nonprofit	Philanthropy						Person / Organization		
191	Compasspoint management support organization w/ Racial Equity Prac		Woke						Programs			Nonprofit	Philanthropy						Person / Organization		
192	Washington Regional Association of Grantmakers Putting Racism on the		Woke	Work				People				Nonprofit	Philanthropy			Approach / Strategy			Person / Organization		Organization conversation group and series of trainings / workshops over six months
193	Pat St. Onge and Seventh Generation Consulting		Woke					People				Nonprofit	Philanthropy						Person / Organization		Organization does a lot of executive transition work
194	Black Social Change Funders Network ABFE and Hill-Snowden		Woke					People				Nonprofit	Philanthropy						Person / Organization		
195	Standing up for Racial Equity SURGE trainings, workshops and tools		Woke	Work				People				Nonprofit	Philanthropy						Person / Organization		
196	www.racialequitytools.org		Woke	Work				People				Nonprofit	Philanthropy	Tool					Person / Organization		
197	Casa De Maryland		Woke					People				Nonprofit	Philanthropy						Person / Organization		
198	Shared People Management Philosophy		Woke					People				Nonprofit	Philanthropy	Unknown					Concept		
199	US State of the Work and Organizational Checklist		Woke					People				Nonprofit	Philanthropy	Tool					Person / Organization		
200	Frontline Solutions		Woke					People				Nonprofit	Philanthropy						Person / Organization		consulting firm
201	Individual coaching		Woke					People				Nonprofit	Philanthropy			Approach / Strategy					
202	Org Values		Woke					People				Nonprofit	Philanthropy	Unknown					Concept		
203	Leadership Learning Community Network		Woke					People				Nonprofit	Philanthropy						Person / Organization		
204	Historical Civil Rights Organizations		Woke					People				Nonprofit	Philanthropy						Person / Organization		
205	Tools for evaluating staff salaries by pay band and race with compariso		Woke					People				Nonprofit	Philanthropy			Approach / Strategy					
206	Allison Brown Communities for Just Schools Fund		Woke					People				Nonprofit	Philanthropy						Person / Organization		Organization does a lot of men and boys of color work
207	ABFE The Exit Interview		Woke					People				Nonprofit	Philanthropy						Media Piece		
208	ABFE		Woke					People				Nonprofit	Philanthropy						Person / Organization		
209	ABFE Leveraging the Trust		Woke					People				Nonprofit	Philanthropy						Media Piece		
210	ABFE		Woke					People				Nonprofit	Philanthropy						Person / Organization		
211	ABFE		Woke					People				Nonprofit	Philanthropy						Person / Organization		
212	RaceForward		Woke					People				Nonprofit	Philanthropy						Person / Organization		
213	Roadmap Network of Consultants		Woke					People				Nonprofit	Philanthropy						Person / Organization		
214	People's Institute for Survival and Beyond		Woke	Work																	

Response	What is written on the post-It?	Awake:Wl	Woke:Wh	Work:Whi	Individual	Other Res	People:Wl	Process:W	Data:Whi	Programs	Nonprofit	Philanthr	Unknown	Tool:Catej	Approach	Media	Pie	Person / C	Concept	additional notes
263	Fund The People Invest in equity inside the nonprofit workforce			Work							Programs	Nonprofit	Philanthropy	Tool				Person / Organization		
264	Opportunity Agenda org/resources for messaging with racial equity at the center			Work							Programs	Nonprofit	Philanthropy					Person / Organization		
265	Race Matters Institute			Work							Programs		Unknown					Person / Organization		
266	Movement Generation Just Transition Retreats			Work							Programs				Approach / Strategy			Person / Organization		learn more about the org and retreats
267	Government Alliance for Racial Equity (part of RaceForward)			Work							Programs	Nonprofit						Person / Organization		
268	Funders for LGBTQ Issues			Work							Programs		Philanthropy					Person / Organization		
269	Funders for LGBTQ Issues Out in the South research, grants and convening			Work							Programs		Philanthropy	Tool	Approach / Strategy			Person / Organization		
270	Marshall Ganz Story of Organizing			Work							Programs	Nonprofit			Approach / Strategy			Person / Organization		
271	Movement Strategy Center Transition Labs			Work							Programs	Nonprofit			Approach / Strategy			Person / Organization		
272	Fund the People Investing in equity inside the nonprofit workforce			Work							Programs	Nonprofit	Philanthropy	Tool				Person / Organization		
273	YWCA training on unlearning racism (YWCA Milwaukee)			Work							Programs	Nonprofit			Approach / Strategy			Person / Organization		
274	Seeding Disruption DC Race Equity and Education			Work							Programs		Unknown					Person / Organization		not sure if this is org or a report
275	Thousand Currents Academy Leadership Program in Philanthropy			Work							Programs		Philanthropy		Approach / Strategy			Person / Organization		formerly IDEX
276	Bay Area Justice Funders Network Harmony Institute			Work							Programs		Philanthropy		Approach / Strategy			Person / Organization		leadership cohort program
277	Art of Transformational Consulting Robert Gass			Work							Programs	Nonprofit	Philanthropy		Approach / Strategy			Person / Organization		
278	DEI Expert Hub New Schools and Catalyst ED					Other Resources														
279	Center for Effective Philanthropy					Other Resources														
280	FREE					Other Resources														find out what FREE stands for
281	Akonadi Foundation					Other Resources														
282	Money for organizations fighting racism					Other Resources														Concept
283	Demos has a great story about becoming a racially equitable org					Other Resources														Person / Organization
284	Center for Community Change has a great story about becoming a racial equity org					Other Resources														Person / Organization
285	Fund The People Racial equity toolkit					Other Resources														
286	InPartnership Michael Bell Racial Equity Planning				Individual	Other Resources														
287	MAG Consulting Group Firm with racial equity practice				Individual	Other Resources														
288	Luminaire Group firm strategy with equity				Individual	Other Resources														
289	CAPD Racial Equity Toolkit					Other Resources														what does CAPD stand for?
290	Center for Advancing Innovative Policy					Other Resources														
291	CRE in NYC management support organization with REI practice																			find out org url and what CRE stands for, but Holly Delany Cole from Haas
292	Co-Lab Firm that focuses on REI transformation					Other Resources														
293	RaceForward					Other Resources														Person / Organization

Response	What is written on the post-#?	Line #	Re	Awake	Du	Woke	Du	Work	Dup	Individual	Firm	Cons	Other	Res	People:W	Process:W	Data:W	White	Programs:	Nonprofit	Philanthr	Unknown	Tool:Cat	App	Media	Pie	Person / C	Concept:Category
1	The THRIVE Advisory	1																										
2	Head and Heart Philanthropy	1																										
3	Promise 54	1																										
4	The Justice Collective	1																										
5	Maureen Benson (SF Bay Area)	1																										
6	Frank Evans Consulting (NYC)	1																										
7	OneTLT	1																										
8	ABFE	(110)(115)	3	1	7										7										2	2	9	
9	Ignacio Brock Consulting (SF Bay Area)	1																										
10	Achieve Mission Talent with Equity Lens	1																										
11	Racial Equity Institute	1																										
12	Public Equity Group (Equity based consultancy)	1																										
13	Angela Park Independent consultant for nonprofits	1																										
14	Diana Marie Lee Independent Consultant for nonprofit	1																										
15	Dear White People	1																										
16	John Powell Haas Institute for Fair	(30)(164)	2	1	1										2			1										
17	I am from exercise	1																										
18	YNPN	1																										
19	Family Migration Timeline Historic markers on the w	1																										
20	2020 Census	1																										
21	SEED	1																										
22	Casa de Marylan	1																										
23	Courageous Compass Conversation Tool	(130)(14)	1	2											3		1								3	2		
24	Fake Equity Blog	(135)	1	1																								
25	Cultural Assessment	1																										
26	Shawn Dove at Campaign for Black Male Achievement	1																										
27	Bend the Arc program targeting jewish leaders of col	1																										
28	PP2A Grad School Scholarship	1																										
29	Racial Equity Training (General)	1																										
30	John Powell Haas Institute "Othering and B	(16)(164)	2	1	1										2			1										
31	Jaya John Soulwater Rising	1																										
32	RaceForward Racial Equity Training	(123)(15)	1	2	2										1		3											
33	Darren Walker's Letter on the Ford Foundation's foci	1																										
34	Racial Identity Training	(58)	1																									
35	Work of David Williams on racism	1																										
36	Philanthropy must understand that racism is not dea	1																										
37	David Hurt Race, Geology and Storytelling Consultan	1																										
38	Shanti Butler-world-trust.org	1																										
39	DNA Ancestry testing	1																										
40	Writing of Ta-Nehisi Coates	1																										
41	Political Will	1																										
42	Org Culture Interrogated Effectiveness vs. White Sup	1																										
43	Relationship built with communities	1																										
44	CEO leadership make diversity specifically POC repre	1																										
45	Forward Stance and Generative Somatics	1																										
46	Wheel of Change	1																										
47	Focus on the Feedback by the People We Want to H	1																										
48	Annie E. Casey Toolkit	(147)(17)	1	2																								
49	Harvard Implicit Association Test	(93)(140)	2	1											1		1											
50	FSG	1																										
51	Kirwan Institute, Ohio State, opportunity r	(163)	1	1																								
52	Everyday Feminist articles checklist	1																										
53	Racial Identity Development Theory J. Helms	1																										
54	Inclusion Training	1																										
55	Culture and Systems Audits	1																										
56	Boots and Barriers Timelines	1																										
57	Unconscious Bias Training	(260)	1	1																								
58	Identity / Narrative Work understanding (34)	2																										
59	Embedding Equity Community of Practice	1																										
60	InDeep Community of Practice for Environmental Fu	1																										
61	Monica Dennis Racial liberation webinar series	1																										
62	Intercultural Development Inventory (IDI) (105)(11	3	2	1											1		3											
63	Pre-Post Surveys where staff are asked to define key	1																										
64	Equitable Evaluation equatableeval.org	1																										
65	Developing junior management diversity National H	1																										
66	PolicyLink Equity Atlas	1																										
67	Race to Lead report	(71)(85)(3		4																							
68	Robin DiAngelo articles / books on white fragility	1		1																								
69	Mission Measurement	1																										
70	Guidestar Data on Diversity	(94)	2																									
71	Race to Lead report	(67)(85)(3		4																							
72	Alliance for Strong Families and Communities 2017 C	1																										
73	BoardSource 10 Steps for Diversifying your Board art	1																										
74	Recent Foundation report on lack of senior managen	1																										
75	Generation data / info on equity issues	1																										
76	Nonprofit AF by Vu Le	1																										
77	What the heck does equity mean? SSR Review article	1																										
78	racialequitytools.org	(96)(196)	2		1																							
79	"Unrealized Impact" reports by Bellwether	(83)(169)	2	1																								
80	Racial Competency Assessment	(137)	1	1																								
81	DS	(82)(199)	2	1																								
82	DS	(81)(199)	2	1																								
83	Unrealized Impact Study Promise	(79)(169)	2	1																								
84	Management Assistance Group	1		1																								
85	Race to Lead Building Movement Project	(67)(71)(3		4																							
86	The New Jim Crow by Michele Alexander	1																										
87	13th Documentary by Ava DuVernay	1																										
88	First Nations Development Institute Research on per	1																										
89	Grantmaking with a Racial Equity Lens by P (151)	1		1																								
90	CodeSwitch Podcast and Episodes	1																										

