

The Social Emotional Learning Achieved By **Organizational Equity Practice (OEP)** 2021-2022

**Organizational Equity Practice (OEP)
Trinity Boston Connects**



Evaluation & Report by
SEED Impact

What We Do

Organizational Equity Practice (OEP) supports organizations and organizational leaders as they strive to incorporate racial equity, restorative justice, and trauma inclusion into the fabric of their respective organizational lives. Our approach allows individuals and teams to engage in the courageous conversations required for deep change work to take hold and sustain itself in organizational cultures.

OEP provides a space for creating relationships that allow people to take risks and be vulnerable with one another. This foundation of trust is essential for any organizational system committed to building and maintaining a race equity culture in the workplace. Authentic relationships based on trust are crucial elements that enable deeper learning.

Three Essential Community Practices guide the work of all Trinity Boston Connects programs.



These practices create a context that allows people to engage in deep, courageous conversations. We believe these discussions are required for diversity, equity and inclusion change work to take hold and sustain itself in organizational cultures. Authentic relationships based on trust are a crucial element that allows deep learning to take place.



I gained a really deepened understanding of how emotional this work is and how much it is about building trust and relationships. It has been really wonderful and liberating and is lighting a path forward.

-Participant

Why We Do It

Sample participant learning goals:

"I want to learn to facilitate better, step back and listen, and create spaces where everyone can contribute in fulfilling ways."

"I want to continue to work on identifying my biases and ... how they affect others."

"My goal is to empower the (young and old) leaders in my work and life community to see their potential and do the same."

"I want to be able to start and continue the tough conversations, know the language to use, and how to go about working toward a solution."

"I want to learn how to navigate the tension of power and control ... personalities, people's sense of pride, and their socialized experiences, as well as my own."

"I enjoy uplifting others and doing my part to support their success. I like being a visible and engaged leader - speaking with people, networking, building connection, and sustaining relationships."

-Participant

How OEP Works

OEP provides consulting, training, coaching and facilitation support for nonprofits striving to become racially equitable organizations. We pursue this vision through two channels:

1 Fostering cross-organizational learning, collaboration and dialogue through a variety of workshops and resources, and

2 Training and consulting contracts with local and national mission-driven social change agencies, with a particular focus on youth-serving organizations.

This report focuses on the **social and emotional growth of OEP participants** who came together and formed a learning community, beginning in the fall of 2021.

Organizational Equity Practice (OEP)

Since its launch in 2017, OEP has served over 100 organizational leaders. OEP offerings have evolved and grown into different forms over the years, including:

- the Emerging Leaders Learning Circle,
- the Senior Leaders Learning Circle, and
- quarterly workshops on dismantling white supremacy culture in nonprofits

Additionally, OEP provides training throughout the year on topics such as (but not limited to):

- Facilitating Caucus in Your Organization,
- Building Relationships Across Differences, and
- White Supremacy Culture 101

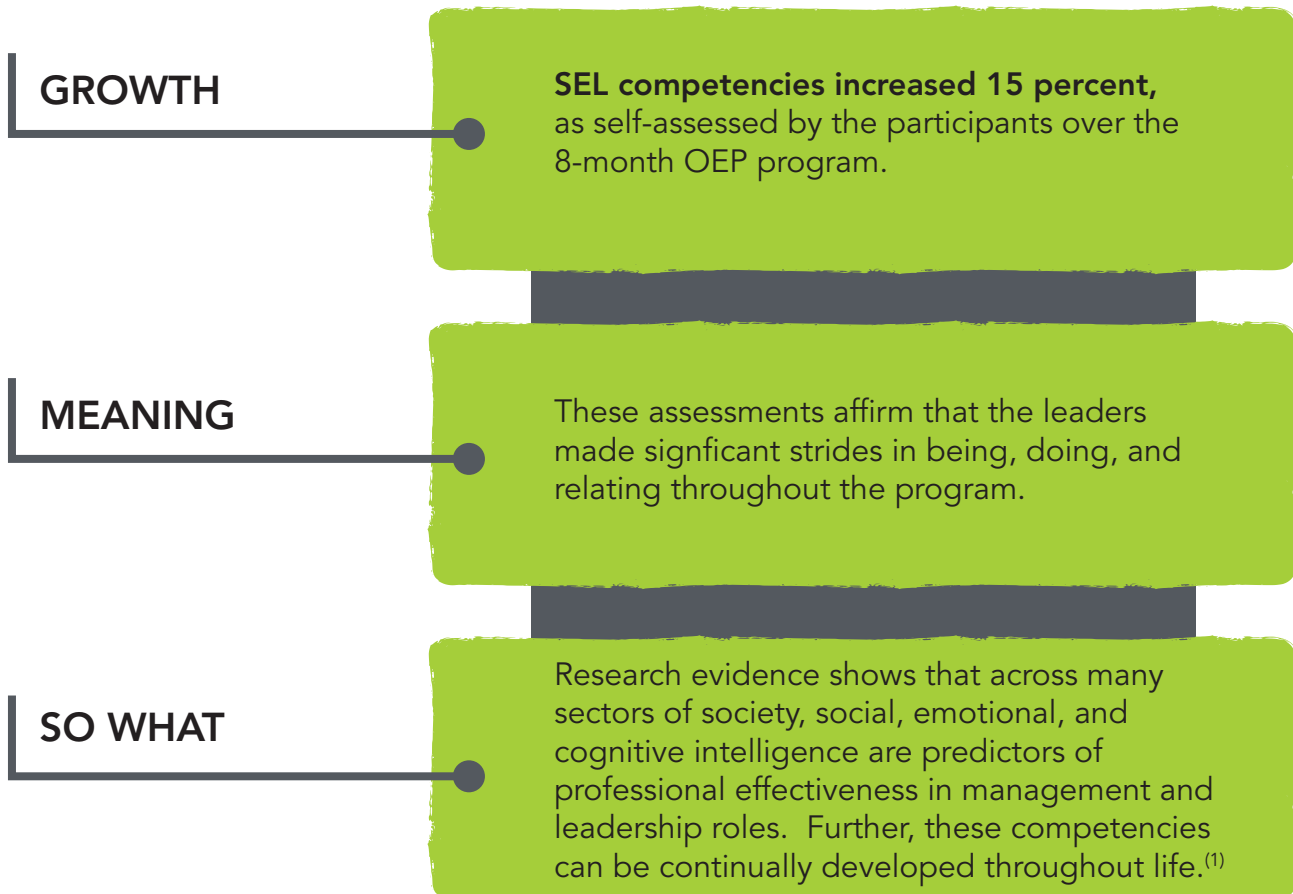
“I strive to help build up my colleagues and challenge them to greater leadership through humility, vulnerability, and courage.”

-Participant

The Difference We Make

OEP Program Results, 2021 - 2022

Beginning in the fall of 2021, **11 senior and mid-level leaders** began deepening their identity as values-driven leaders to create and drive a vision for racial equity in their organizations.



(1) Boyatzis, R. E. (2008). Emotional and social intelligence competencies. *Journal of Management Development*, 28(9), 749-770.

“We all come from various organizations. I really enjoyed listening to the creative ways other folks are tackling these issues.”

-Participant

How We Measure Social Emotional Learning

Working in partnership with [SEED Impact](#), three [SEED Competency Ladders™](#) were customized by OEP staff and integrated with our programming to measure, credibly report and accelerate major shifts in competency.

We measure and nudge growth across **three domains** to support whole-person development:

1 BEING:
comfort with self

2 DOING:
aptitude with new skills

3 RELATING:
interpersonal relationships

Near the start and end of the program (October and late June), participants used the Competency Ladders to self-assess their growth in each of these three domains. The results are shown below:



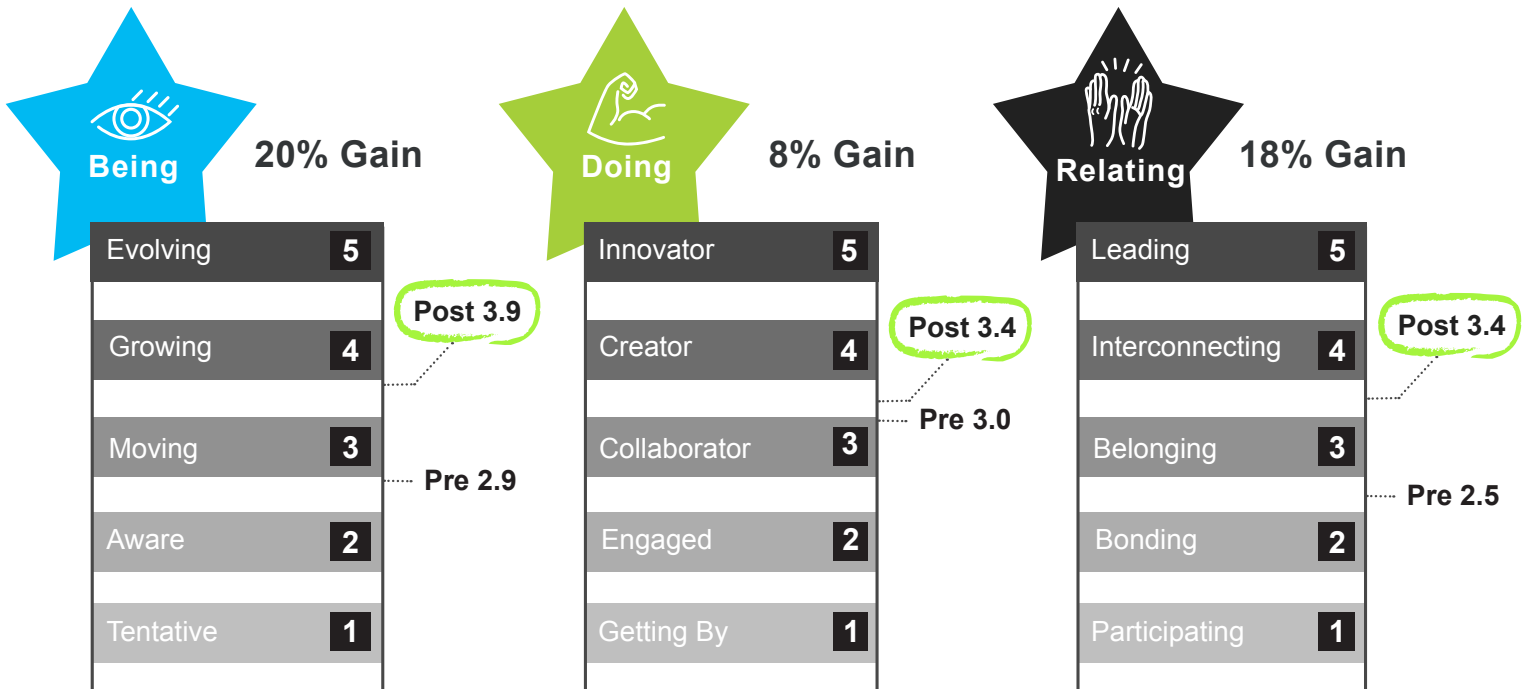
“Every day, I aspire to be a collaborative, humble, open, and transparent servant leader for my organization and in my personal life.”

-Participant

Growth in SEL Competencies

Across all three domains, the 11 participants experienced a 15 percent increase in SEL competencies.

OVERALL SEL GAIN: 15%



COMPETENCY LADDERS™ | Stages of Student Growth

As shown, in each domain leaders advanced:

- **Being**, from Moving to Growing
- **Doing**, within the Collaborator stage
- **Relating**, from Belonging to Interconnecting

"I'm far from perfect and am working each day to acknowledge where I am while facilitating spaces for healing."

-Participant

"Each time [other participants] spoke, I received a precious gem. I appreciated the vulnerability some of the participants brought to the space. I THOROUGHLY enjoyed my time with my buddy group."

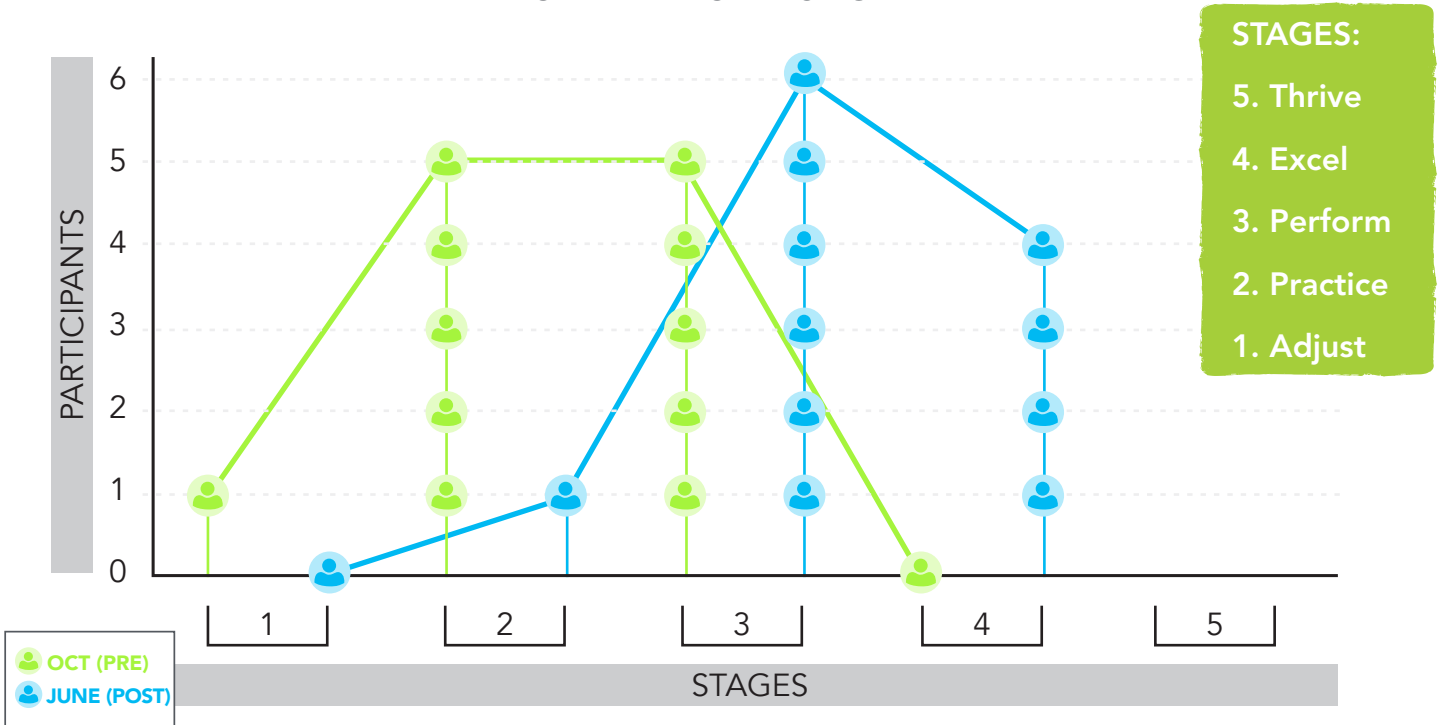
-Participant

"Stages of Participation Growth"

There was a clear shift in the average SEL levels achieved by the **11 participants** over the course of the program.

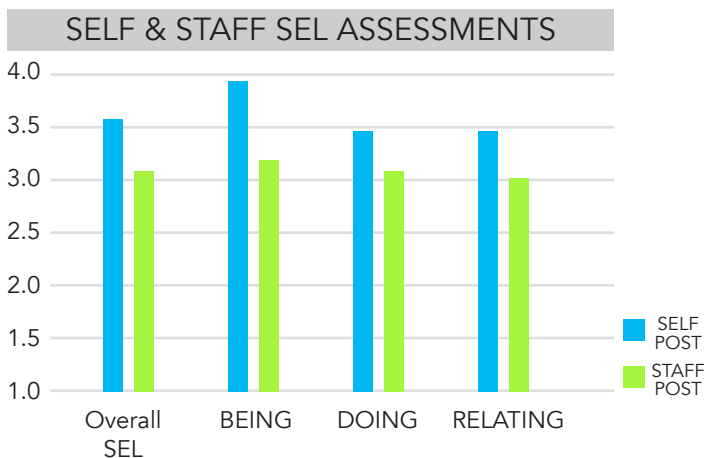
NUMBER OF PARTICIPANTS THROUGH SEL STAGES | SAMPLE SIZE 11

SHIFT IN DISTRIBUTION



Ninety percent of participants advanced one full stage from October to June, as a result of this program. **Four participants** advanced from perform to excel.

CORRELATION OF PARTICIPANT SELF-ASSESSMENTS WITH STAFF OBSERVATIONS



In June, staff also assessed the growth of participants.

Staff observations of participants, on average, were roughly one-half stage lower than participant self-ratings in each domain.

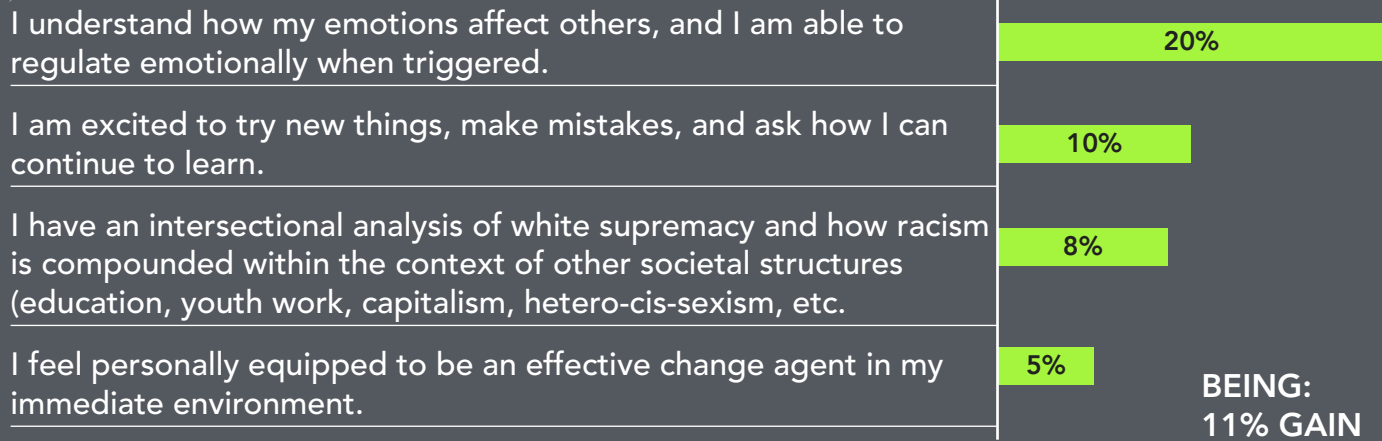
These findings reflect both the substantial value of engagement as perceived by participants, and the even higher aspirations that staff carry for participant achievement.

PARTICIPANT SELF-REFLECTION

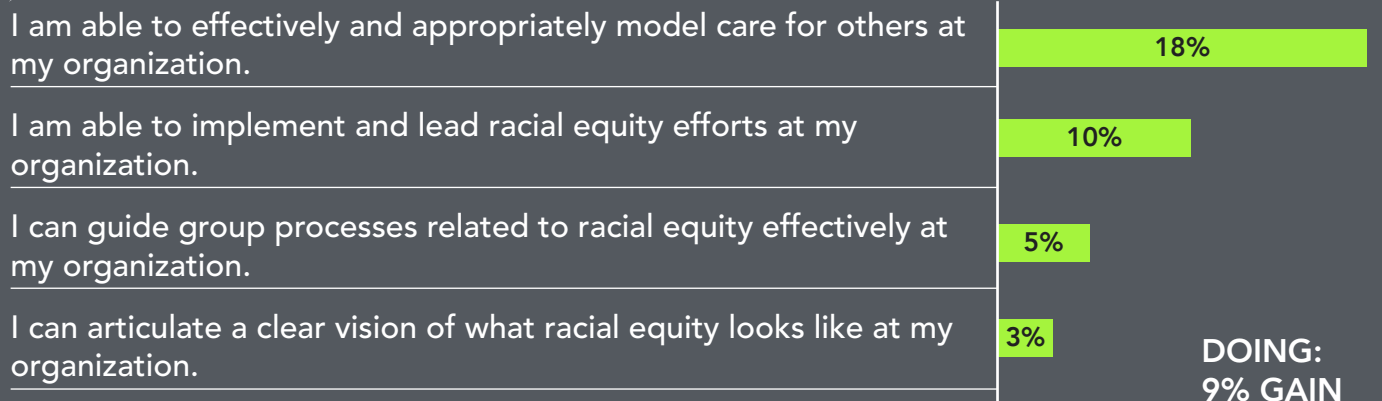
As a companion to the ladder assessments, the 11 participants self-assessed themselves on 12 SEL practices, four per Being, Doing and Relating. This additional self-rating of their mastery provides supportive evidence of their gains in SEL competencies.

Participants self-reported **9 percent advances on average across the twelve SEL practices.**

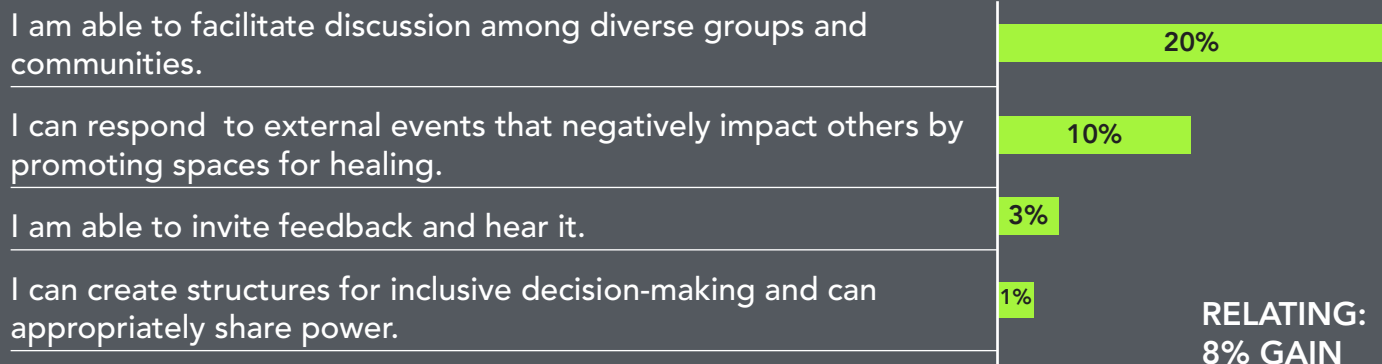
BEING PRACTICES



DOING PRACTICES



RELATING PRACTICES



Most Meaningful Outcomes

"I've learned to turn to wonder when things make me confused or uncomfortable. It feels like a superpower to be able to stop myself and say, hey, I can **observe rather than react** now."

"Learning from other participants ... to bounce ideas, hear what they are working on, and **build camaraderie**. Finding space like this is hard in other aspects of my life."

"I appreciated the time to **reflect on my leadership**, and hear how others are working on similar issues."

"I am learning to slow down and **pick my language more carefully**."

"What I think is always evolving."

"It is helping to better engage in and lead **conversations about race** that can move us toward inclusion, respect, and true belonging for everyone."

"I am a person who believes very strongly in the power of good leadership. I endeavor to live with integrity, humility, and compassion for other people."

-Participant

Sample of Participating Organizations



Our Thanks

Trinity Boston Connects is grateful to The Boston Foundation, the Josephine and Louise Crane Foundation, Inc., and the Trustees of the Herman and Freida Miller Foundation who signaled early on a belief in our organizational equity practice model with both financial and thought partnership support. They have since been joined by other generous donors whose visionary support makes this work—and these results—possible.

"I believe that we have potential and capabilities beyond our wildest dreams. I love when people can see what's possible, especially together."

-Participant