



Part One: Get Ready > 2. Build your team and map out your process.

TOOLS FOR A DEEPER DIVE

[How Can We Create an Inclusive and Equitable Planning Process?](#)

MP Associates

This tip sheet offers practical reminders about ways to design your processes, decision making and accountability for equity.

[Racial Identity Caucusing: A Strategy for Building Anti-Racist Collectives](#)

Crossroads Anti-racism

This article is a good place to begin thinking about how and why to establish racial identity caucuses or affinity groups. In addition, RacialEquityTools.org contains a [Racial Affinity Group Resources](#) section, including a collection of additional articles and guidelines for creating and facilitating affinity groups or caucuses.

[Deploying AECF's Race Equity Framework in Its Civic Sites](#)

This case study shares how the Annie E. Casey Foundation planned and facilitated racial equity work in Baltimore and Atlanta, which are communities where its offices are located.

[8 Ways People of Color are Tokenized in Nonprofits](#)

Helen Kim Ho

Use this brief article to initially assess if your organization tokenizes Black, Indigenous and other people of color .

A variety of online tools (for example [Canva](#) and [LucidChart](#)) can support you in creating your process map graphics.



See also, [Workbook Part Two, Step One](#) for key learning resources (e.g., videos, online curricula).