

Transformation Literacy Conference

NARRATIVES AND METRICS WITH

**Gwendolyn
VanSant**

CEO and Founding Executive
Director Multicultural BRIDGE



Monday, 24 April 2023 2:00 – 4:00pm CET

**"Narratives and metrics to counter
systems of oppression and move
toward inclusive democracy for all"**



"NARRATIVES & METRICS TO COUNTER SYSTEMS OF OPPRESSION AND MOVE TOWARD INCLUSIVE DEMOCRACY FOR ALL"

by: **Gwendolyn VanSant**
CEO & Founding Director of BRIDGE



MISSION & VISION

BRIDGE is a culturally specific, community-based organization dedicated to catalyzing change and integration through promoting mutual respect and understanding with a gender and race equity lens that is trauma-informed and rooted in positive psychology and power analysis practices.

OUR CORE VALUES

Empowerment | Collaboration | Learning | Celebration | Integration | Safety | Justice



TRANSFORMATIONAL CHANGE



BRIDGE
Berkeley Resources for Integration of Diverse Groups Through Education

Mutual Aid in Action

A collaborative response to food insecurity during times of crisis.

Join Us!

Food Sovereignty & Empowerment

Access to Healthy Food is a Human Right-
multiculturalbridge.org



CENTERING UNDERREPRESENTED VOICES

When we center those whose voices are typically not centered in planning and decision making, different solutions will surface, trust will be built, and the work will be inclusive of the needs of all community members.

MOSAIC

See the big picture of health equity. Focus in on personal stories from our communities. Join the conversation.



INCLUSIVE DEMOCRACY FOR TRANSFORMATIONAL CHANGE

- POLITICAL
- ECONOMIC
- SOCIAL
- ECOLOGICAL

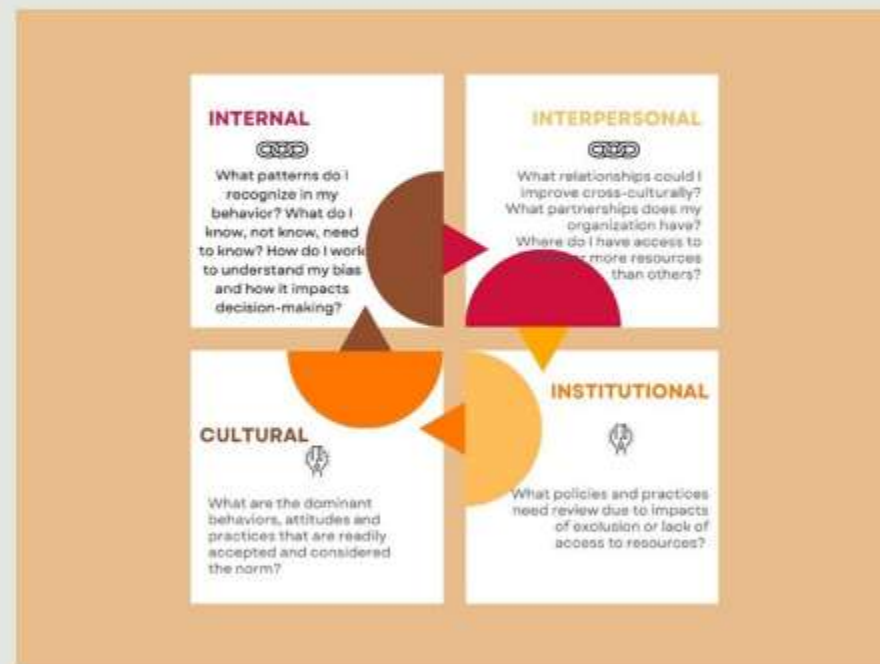
BRIDGE

- TRAINING
 - INCLUSIVE LEADERSHIP COHORT
 - LEARNING ORGANIZATION
- EDUCATION
 - ANTI-RACISM/DECOLONIZING MINDSETS
 - SYSTEMS OF OPPRESSION: KYRIARCHY
 - HISTORICAL TRUTH
- GRASSROOTS - MOVEMENT BUILDING/COMMUNITY-CENTERED
 - FOOD AND LAND PROJECTS/CLIMATE RESILIENCE
 - CULTURALLY SPECIFIC MODALITIES FOR HOUSING, HEALING & FOOD SECURITY

[There can be no perfect democracy curtailed by color, race, or poverty.](#)

[But with all we accomplish all, even peace.](#)

[W. E. B. Du Bois](#)



THE NARRATIVE OF TRANSFORMATIONAL CHANGE

- **CENTER THE UNDERREPRESENTED INDIVIDUALS TO ACHIEVE AGENCY AND SELF-DETERMINATION IN THE WORKPLACE, COMMUNITY AND IN POLITICAL REPRESENTATION**
- **RELEASE CAPITALISM/PRODUCTIVITY AS YOUR DOMINANT LENS**
 - **EXPLORE DE-CENTRALIZATION/LOCAL CURRENCIES**
- **DEVELOP AND CONSISTENTLY EMPLOY THE SHARED EQUITY ANALYSIS**
 - **INDIVIDUAL**
 - **INTERPERSONAL**
 - **CULTURAL**
 - **SYSTEMIC**
- **ADDRESS MENTAL MODELS & ESTABLISH SHARED LANGUAGE ON THE "WHY", READINESS FOR CHANGE WORK AND TOOLS FOR VALUES-ALIGNMENT**
 - **LEAD WITH CURIOSITY**
- **SUPPORT EDUCATION AND TRAINING**
 - **SYSTEMS OF OPPRESSION**
 - **CULTURAL LITERACY**
 - **SOCIAL DETERMINANTS OF HEALTH**
 - **MENTORS /THOUGHT LEADERS /COACHES**

THE METRICS OF TRANSFORMATIONAL CHANGE

- **DETERMINE WHAT POSITIVE CHANGE AND IMPACT LOOK LIKE**
 - **WHAT RESULTS ARE WE SEEKING? ... AND HOLD OURSELVES ACCOUNTABLE**
 - **WHO IS ENGAGED IN DESIGNING THE WORK?**
 - **HAS THE NARRATIVE SHIFTED? DEFICIT TO STRENGTH; SCARCITY TO ABUNDANCE; ETC.**
- **REDISTRIBUTE WEALTH AND RESOURCES/REPARATIONS**
 - **INVEST IN WOMEN AND COMMUNITIES OF COLOR - LED ORGANIZATIONS & INITIATIVES**
 - **INVEST TIME IN RELATIONSHIP BUILDING - WHAT NEW RELATIONSHIPS HAVE WE DEVELOPED?**
 - **REALLOCATE WEALTH - WHAT \$\$ HAVE WE SHIFTED?**
 - **EARMARK RESOURCES AND ALLOCATE TIME AND CARE**
- **STEWARD HEALTHY COMMUNITIES**
 - **HEALTHY OUTCOMES FOR ALL; IMPROVED QUALITY OF LIFE FOR ALL**
- **MAKE HUMANITY THE CURRENCY THAT DOMINATES; E.G BRIDGE IS A LOVE STORY**
- **DEMONSTRATE THE JOURNEY - APPRECIATE THE PROCESS**
 - **ALLOW FOR TRIALS & DISCOVERY**
 - **FAILURES DO NOT MEAN A FAILED EFFORT- DID YOU MOVE THE DIAL? DID YOU LEARN?**

TRANSFORMATIONAL CHANGE = INCLUSIVE DEMOCRACY



Gwendolyn VanSant

CEO & Founder of BRIDGE | Principal Owner of Equity in Practice, LLC

Gwendolyn VanSant is an experienced organizational change consultant and coach who works at the intersection of diversity leadership, equity and inclusion, and strategic planning. She serves as a non-profit leader as the CEO and Founding Executive Director of [BRIDGE](#) and the principal & owner of a consulting firm, Equity in Practice, LLC. A skilled community organizer, Gwendolyn is also a well-recognized thought leader on racial justice, reparations, gender equity and anti-poverty work. She is a pioneer in integrating research-based positive psychology and trauma-informed practices into her equity and inclusion approach.

Her most recent accomplishment in 2020 is co-leading the community effort to rename the middle school, W.E.B. Du Bois Middle School over the finish line in the last 3 years. In September 2021, Gwendolyn received national recognition as the Drum Major for Justice by the National Community Action Council Council for her anti-poverty mutual aid response at a community level to the negative impact of COVID on the most vulnerable communities and the design of the New Pathways program to provide education in equity and justice across all sectors in the forms of labs, talks, conferences and learning modules including speakers like Angela Davis and Dr. Beverly Tatum. In 2021, Gwendolyn also published a chapter for her IDEA approach in the textbook, "Diversity Matters: The Color, Shape and Tone of 21st Century Diversity."

Gwendolyn (to the right) is with the Black Congressional Caucus as we discussed the economic future of our Black Communities.

