



# Scrappy Squirrels

Like squirrels, your organization is moving rapidly in many directions when it comes to justice and equity work. Reacting to the urgency and importance of dismantling harmful systems, your organization can be found doing lots of training and quickly implementing new ways of working. You're not held back by fear of failure, however you've tried so much and aren't sure where to focus your energy. You may feel disconnected from some communities and could benefit from formally evaluating your justice and equity efforts.

## Needs

- Collaboration and consultation on setting clear and realistic strategic visioning and goals.
- Learn about and become confident in embedded evaluation practices.
- Access to a peer network of organizations with similar goals in justice and equity.
- More knowledge about harm reduction practices because of how responsive and active you are in the communities that you serve.

## Motivation

- With a learn forward attitude – your organization is unafraid of trying new things or making mistakes.
- You value learning and know this is an ongoing commitment.
- You want to do better, and are consistently trying to improve, but may be stuck on going deeper.

## Pain Points

- You may feel disconnected from diverse community groups outside of those that you directly serve.
- You genuinely don't know where your gaps are in progressing beyond where you are now.
- You may be constantly trying new things.
- You aren't formally or regularly evaluating all of your programming or equity work in communities.

## How you interact with justice and equity

- Leaders, staff and in some cases boards are committed to this work.
- They engage content experts to direct their learning.