I-UnidosUS context setting

- **Explain what Systems Change for UnidosUS is:**

  Unidos seeks to close critical economic and social inequities for Latinos facing multiple barriers to opportunity.

  Two main strategies that Unidos will utilize to accomplish this goal:

  1) Change the underlying systems that cause economic and social inequities for Latinos

  2) Build the power and representation of Latinos to influence and hold systems accountable

  Systems Change will require:

  > 1) Shift Resources (funding, tangible items)
  > 2) Shift Practices (intervention)
  > 3) Shift Policies (local, state, federal)

- **Why is Systems Change necessary?**

  1) To really move the needle for Latinos in US, we must prioritize strategies for population-level change

  2) By focusing on the underlying causes of inequities for Latinos- **including policies, practices, and resources-** Unidos can influence reforms that will unlock opportunities for many

- **What does this mean for UnidosUS work?**

  1) Deploy a diverse set of approaches and entry points, across policy, program, and Affiliate Network
  2) Leverage partnerships and coalitions – we cannot do this work alone
  3) Significant investment and deeper focus on key issues due to longer time horizon to impact
  4) Continuous learning, improvement, and adaptation

- **Examples of Unidos work in systems change:**
    1) Avanzando 2 Good Jobs (Sector-Based Partnerships)
    2) Digital Equity work

- UUS wants to do this work in partnership with Affiliates
- Affiliates should assess the level of readiness to engage in this type of work and what role can they play

II-Group Activity - Affiliates will participate in a Peer Consultancy activity: (45 mins)

Peer Consultancy Model

1. Introduction and Ground Rules

- **Purpose**: Set the tone for open, respectful, and constructive feedback.

- **Ground Rules**: Establish confidentiality, mutual respect, listening without interrupting, time management, and focused discussion.

- **Roles**: Define roles for the session, typically including:

    o **Presenter**: The individual who brings a challenge or issue to the group.

    o **Facilitator**: Guides the process, keeps the group on track, and ensures everyone follows the ground rules.

    o **Consultants/Peers**: Group members who provide insights, questions, and feedback based on their experience and perspectives.

2. Presentation of the Challenge (by the Presenter)

<mark>What kinds of challenges could you face in doing systems change work?</mark>

- The presenter provides a detailed description of the challenge or issue they are facing. This should be clear, specific, and concise, including relevant context.

- The presenter may pose specific questions or areas where they seek feedback.

- Time allocated: **5 minutes** depending on the complexity of the issue.

3. Clarifying Questions (by Peers)

- Peers ask open-ended, clarifying questions to better understand the issue. The goal is not to suggest solutions at this point but to deepen the understanding of the problem.

- The presenter answers briefly, without elaborating too much or starting a discussion.

- Time allocated: **5-10 minutes**.

4. Peer Discussion (Consultancy Group Discussion)

- **Without the presenter contributing**, the peers engage in a discussion about the issue, offering ideas, alternative viewpoints, and possible solutions. This step is designed to allow the group to think freely without the presenter influencing the direction.

- The group can discuss:

   o What they might do in the presenter's situation.

   o Possible implications of certain actions.

   o Creative solutions or out-of-the-box ideas.

- Time allocated: **10 minutes**.

5. Presenter Reflection

- The presenter listens to the discussion without responding during the peer conversation.

- After the peer discussion, the presenter reflects on what they heard and what resonated with them.

- The presenter can share what insights or new perspectives emerged for them and how they might approach the issue based on the consultancy discussion.

- Time allocated: **5 minutes**.

6. Action Planning

- The presenter outlines specific actions they intend to take based on the feedback they received.

- Peers may offer further encouragement or additional ideas, but the focus is on empowering the presenter to move forward.

- The facilitator can help ensure that the action plan is practical and achievable.

- Time allocated: **5 minutes**.

7. Debrief and Conclusion

- The group reflects on the process and offers feedback on the consultancy session itself. This step helps improve future sessions.

- Key takeaways can be discussed, and participants can share any personal learning they gained from the session.

- Time allocated: **5 minutes**.