

Assessment Lead Together

Organizationally Do we...

1. Have people from all economic backgrounds in positions of leadership?
2. Have poverty alleviation programs that are led by people who reflect the community we're working with?
3. Create connections and pathways for people in poverty to grow their leadership potential, even when it doesn't benefit us as an organization?
4. Listen carefully to how individuals with lived experience would like to contribute their influence or leadership, and invite them into appropriate opportunities?
5. Work to cultivate grassroots consensus rather than rely on top-down decision-making?
6. Seek out untapped or non-traditional leaders in the community and invite them to contribute?
7. Prioritize formal and informal investments in people with lived experience who want to develop their leadership skills?
8. If we hold positions of power, do we show willingness to defer to others who have lived experience or relational connections in places where we don't?

Discussion Lead Together

Review your responses on this lesson's assessment as a point of reference for the discussion below.

1. Where is our organization already leading together with people impacted by poverty?
2. Where is our organization overlooking or not creating pathways for people with lived experience in poverty to attain leadership roles?
3. What could it look like if our organization prioritized lived experience leadership?
4. What organizational barriers or tensions may need to be identified and addressed in order to create opportunity and investment in leaders with lived experience?
5. List 1-2 opportunities or further steps our organization can take to lead together. Take time to add this action step to your planning tool. (Organizational calendar, upcoming meeting agenda, your personal calendar, etc.)