What are some ideas for Reflecting on Composition and Processes of our Group as Our Work Continues over Time?

Here are some questions to consider:

- Has the group reflected on its composition to see if/how it incorporates individuals most affected by the issue? Some tips to foster inclusion:
  - Provide an orientation to all new members on group process, the issue, the project’s vision, goals, activities, evaluation process, and results.
  - Provide opportunities for training on the issue and on race, power, privilege, and oppression issues for current and new members.
  - Provide opportunities for dialogue between new and current members to ensure that new members can share their perceptions, concerns, and expectations in regards to the issue and the project.

- Has the group reflected on its knowledge, skills, and commitment to the vision of the project, and reviewed the fit between group capacities and the work to be done? Some tips for reviewing capacities:
  - Assess the strengths and contributions of individuals and organizations. Are there gaps?
  - Is the group still working in agreement about the racial implications of this issue?
  - Does the group need further grounding in the complexities of racism?
  - Throughout the stages of implementation, it is helpful to check-in to see if this issue is still a priority, and if people are still willing to make the time investment.
    - Some members may not think their time is needed as the work continues. It is important to use members’ time well and identify the issues that will need the group’s buy-in and decision-making.

- Has the group reflected on its processes to see that they continue to be inclusive in terms of decision-making and leadership?
  - The group may want to consider doing a self-evaluation of group process, as well as each individual’s contribution to the group.
  - Inviting process observers (see section, Getting Ready for more information) might be helpful to see if the inclusive process created at the beginning is being maintained.
  - It may be also be useful to revisit leadership over time to assess whether change in leadership is warranted based on the progress made by the group, and to ensure that others have the opportunity to lead.