

Step 1: Identify Major Barriers to Devo – Program Teams

Communication

- Misunderstanding goals
- Managing funders expectations
- Physical separation
- Staff Turnover
- Coordinating internal timelines
- Who controls the budget
- Other Barrier:
- Other Barrier:

Trust

- Lack of transparency
- Role of fundraising team
- Overcoming resistance
- Perceptions of accountability
- Tokenizing program staff and participants
- Other Barrier:
- Other Barrier:
- Other Barrier:

Power & Status Dynamics

- Hierarchy
- Pay disparities
- Racial disparities/Race Equity
- Organizational culture
- Creation of silos
- Prioritizing voices
- Other Barrier:
- Other Barrier:

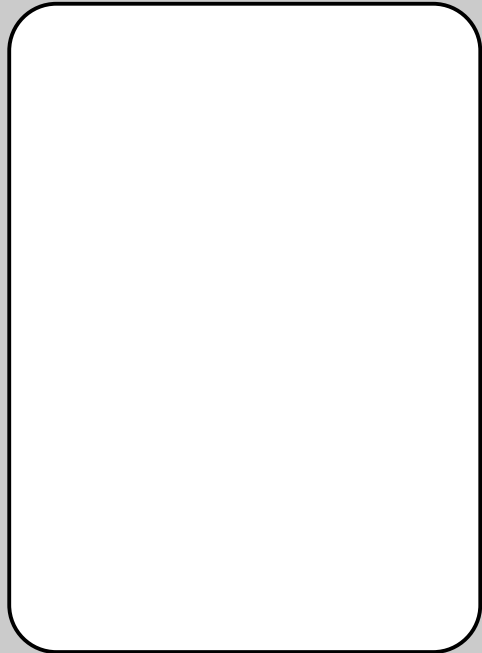
Step 2: Work with your program counterpart to discuss the problem, brainstorm potential solutions, and describe the implications for your work and organization

Major Barrier Category (Circle 1): Communication

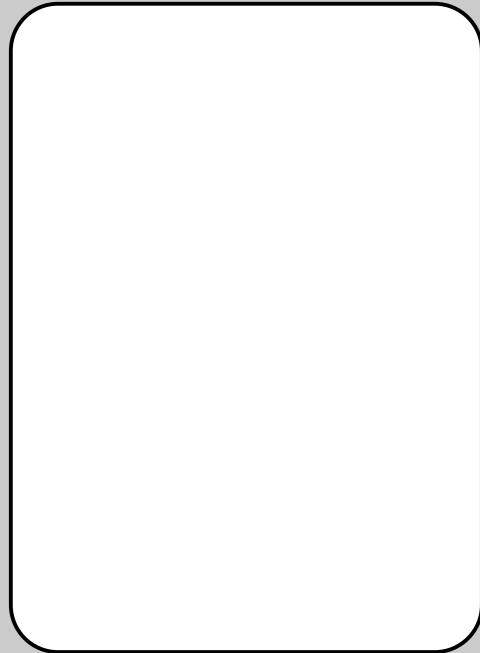
Trust

Power & Status Dynamics

Define Problem



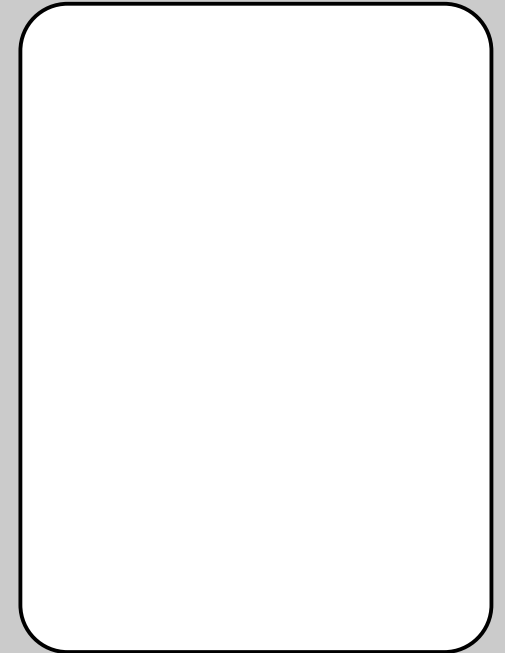
How does this problem present itself?



List potential Solutions



What are the implications of your problem and/or solution?

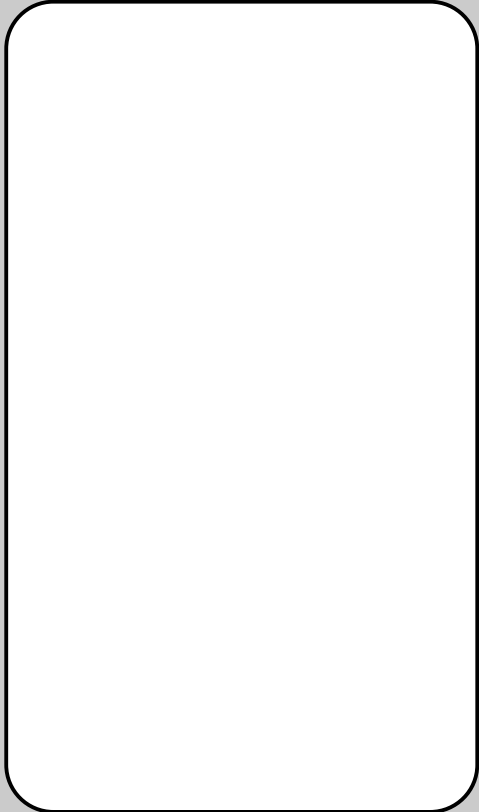


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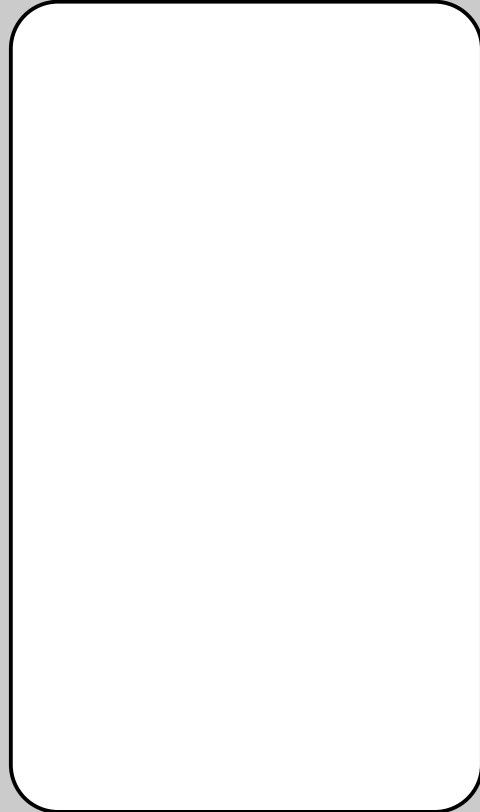
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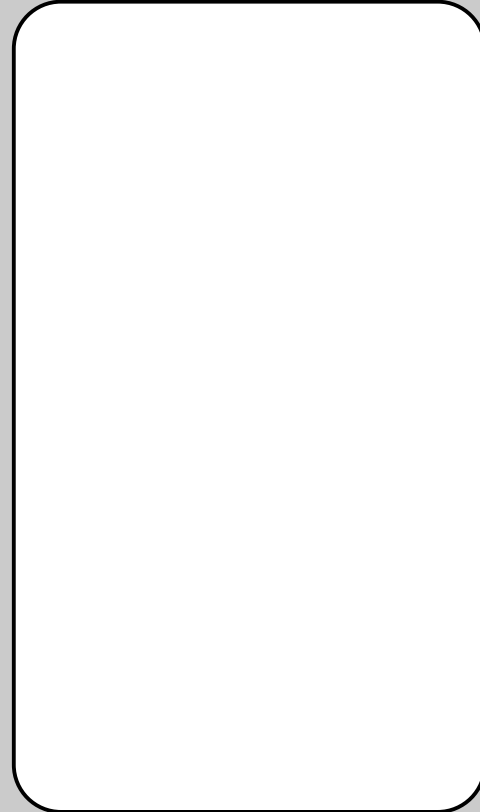
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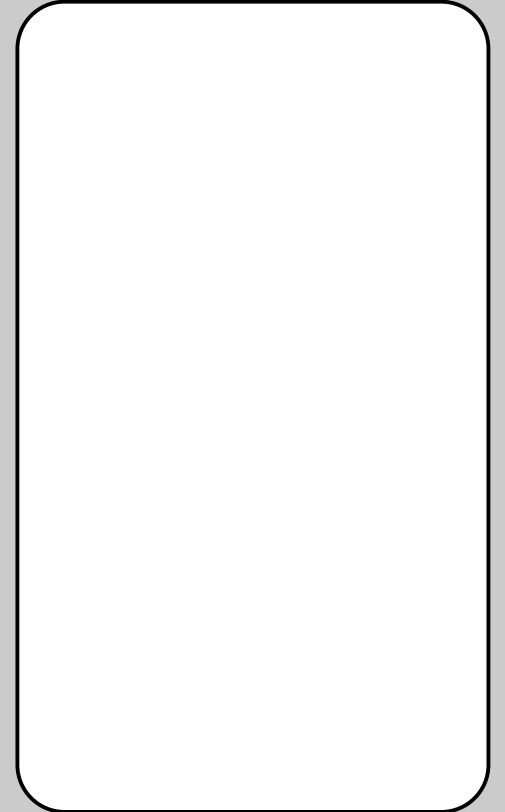
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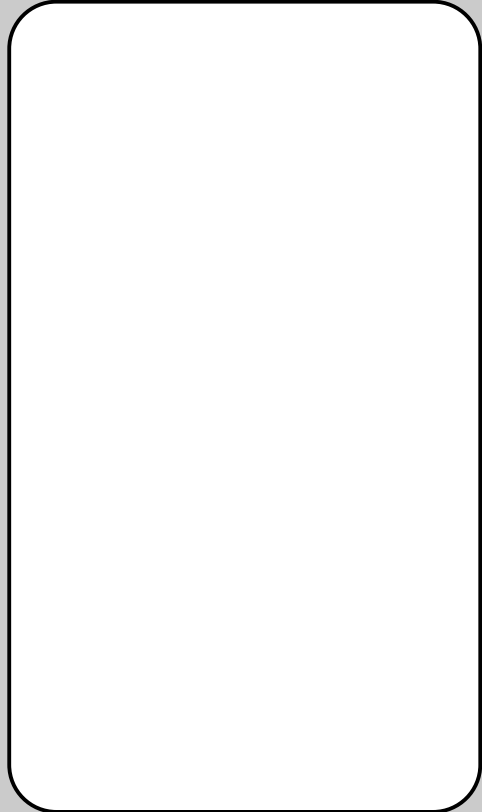


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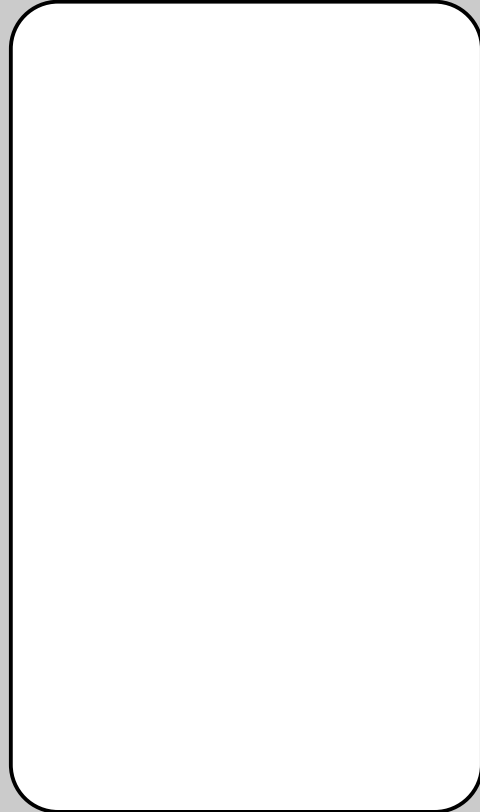
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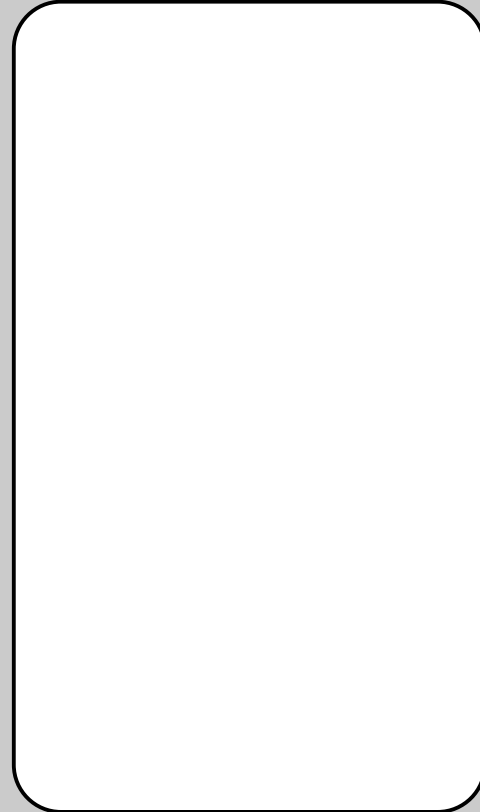
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