

# Discussion Guide: Reflection on the Grassroots Anti-Oppression Audit

## Purpose

The purpose of this guide is to provide a structure for conversations about the results of the grassroots anti-oppression audit. We want to ensure that all RESULTS advocates are aware of the findings and create a space where we can learn from the findings as individuals and as groups. We will be better at ending poverty as we have a better understanding of how poverty is rooted in oppression.

## Tips for the facilitator and participants

- Ask participants to read the [audit summary](#) beforehand.
- **Listen openly, without judgment.** Anti-oppression work is often deeply personal, and everyone is in a different place in their learning. It is critical to listen openly so that all volunteers feel respected and heard.
- Ask open ended questions.
- If nobody knows the answers to questions that are brought up, that's ok. The facilitator can record them and field them with staff on the Grassroots Impact Team or full staff.

## Guiding questions:

1. Who has read the audit summary? Do we need to take a couple of minutes to review?
2. What are some of your initial reactions to the anti-oppression audit results?
3. What does "anti-oppression" mean for you? How does it apply to you and your work as a volunteer with RESULTS? Or how would you describe the connection between the issues we advocate on and our work on anti-oppression?
4. What do you want to learn more about anti-oppression in 2022?
  1. Introductory training on implicit bias, microaggressions and understanding of systemic racism and oppression.
  2. Building Capacity for Difficult Conversations
  3. Trauma-Informed Care
  4. Bystander Training

*Read short descriptions of these tentative workshops [here](#).*

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5. Given the audit results, what might or what has your group set as anti-oppression goals for the coming year?
6. How can RESULTS support you and your group in putting our anti-oppression values into action?
7. Are you familiar with the resources that are available to you now? Do you have any questions about them?
  1. [Review website resources and Anti-Oppression Values Statement](#)
  2. Are you familiar with [protocols](#) for incidents of oppression?

### Available Resources

- [Anti-Oppression Audit – Grassroots Summary](#)  
*Please note the full report to the audit is linked in the summary document.*
- [AO Audit Read Out - PowerPoint Slides](#)
- [November 6 National Webinar – AO Audit Read Out](#) (0:00 – 24:46)
- [2022 Anti-Oppression Workshop Trainings](#)

**Would you like additional support in having these conversations with your group? Or would you like to have staff facilitate?** RESULTS' Grassroots Impact Team is here to help! Please let your Regional Coordinator know and we can set up a time with you.