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](#).
Anti-Oppression

Discussion Guide:
Reflection on the
Grassroots Anti-Oppression Audit

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.