

Allyship  
Community  
of Practice



Minnesota Business  
Coalition for  
**Racial Equity**

# Allyship Community of Practice

The Allyship Community of Practice's core purpose is to support the **ongoing learning and development of Allyship** capabilities within our member workforces and greater Minnesota communities. We strive to provide programming that helps our members take steps to achieve their Allyship goals and find their version of success.

## Mission

Collaborate within the Community of Practice and greater Minnesota Business Community:

- Provide support and guidance to members as they access the resources
- Connect SME's from member organization's and DEI teams
- Facilitate connection between Allyship Pillar and community members

Raise opportunities to enrich learning experience:

- Identify and update content and resources
- Incorporate feedback into guidance and member support

## Expectations

The Allyship CoP leader and members, in partnership with the Allyship Pillar leader, will ensure Allyship deployment continues to align with the vision, mission, and goals/outcomes driven by the MBCRE Steering Team.

The CoP will provide updates in alignment with the MBCRE communication plan (e.g. successes, challenges, best practices, and key KPIs).

The CoP will receive approval from Allyship Pillar leader prior to deploying external communications (e.g. events, updates, etc.)

## Deliverables

- Regular learning content review and utilization reports and recommendations
- Point of contact / response team (or individual) for member inquiries
- Arrange learning events, speaker series, listening sessions, or other MBCRE engagement opportunities

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## ➤ MEMBERSHIP INFORMATION

### Eligibility & Commitment

#### Eligibility

- Open to any member organization employee
- Members with various business expertise and backgrounds welcome (*L&D, DEI experience not required*)

#### Commitment

##### MEETINGS:

- Attendance at monthly gatherings (80%)
- Engaged participation at each meeting

##### COLLABORATION:

- Openly shares expertise, insights, and perspectives
- Willingness to partner/work with members

##### SUPPORT:

- Responsive to MBCRE member inquiries and requests
- Available to volunteer for intermittent project work

### Experience and Benefits

#### Experience

- Voluntary
- Individuals united over shared passion, issue(s)
- Convene on regular basis
- Focus on relationships and outcomes
- Open to varied perspectives

#### Benefits

- Opportunity to network, collaborate, and share best practices with Coalition members
- Contribute to and support work of the Coalition Allyship pillar mission and goals
- Tap into and utilize shared practices and resources
- Address/solve business challenges or problems and bring solutions back to organization
- Exposure to new perspectives/ideas

# Allyship Community of Practice

## ➤ MEMBERSHIP INFORMATION

### CoP Lead/Co-Lead (1-2)

Term: 12 months

Meetings: 1-1.5 hrs./month facilitation, 2-3 hrs./month preparation

Other Activities: ~4-5 hours/month

- Leads planning of CoP activities, monitors progress and impact
- Partners with Allyship Pillar Lead to ensure deployment continues to align with the vision, mission, and goals/outcomes driven by the MBCRE Steering Team.
- Provide updates in alignment with the MBCRE communication plan

### CoP Member (~15-20)

Term: 12 months

Meetings: 1-1.5 hrs./month

Other Activities: ~2-3 hrs./month

- Assists with planning of CoP activities
- Responsive to MBCRE member inquiries, requests
- Commits to engaging in intermittent project work
- Participates in regular learning content review work
- Support coordination and/or management of various learning events, speaker series, or other MBCRE engagement opportunities