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# **FORTIFY**

Racial Equity Series VI

*Living into Racial Equity:  
Intention and Action*

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# FORTIFTY

## *THE RACIAL EQUITY SERIES*



- I. Creating a Common Language for the Conversation
- II. Being Ally, Accomplice, Accompanist, Advocate, and Anti-Racist
- III. Beginning Where You Are As Who You Are
- IV. Getting Ready for Racial Inquiry: Deeper Dimension of Racial Equity Dialogue
- V. Learning the Adaptive Racial Conversation Hierarchy Approach
- VI. Living into Racial Equity: Intention and Action**

# Overview

## Living into Racial Equity

### ***Now what?***

- Racial equity is achieved when we begin an ongoing examination of our own beliefs and behaviors. It continues when we exercise authority in the places and spaces where we have the power and influence to transform norms and policies. This webinar helps us to take an unflinching look at where we can most leverage change, assess our readiness to do so, and create accountable intention for action on racial equity.

***If not you, who? If not now, when?***







*Where am I on my Racial Equity journey?*

*What are the spaces and places where I can influence Racial Equity?*

*Who can help me remain accountable for my Racial Equity action?*

# SESSION I: Creating a Common Language

*What one or two terms do you set an intention to learn about more?*

RACIAL EQUITY

CHOSEN NARRATIVE

BUBBLES AND  
ECHO CHAMBERS

RACE AS SOCIAL  
CONSTRUCT

LIVED EXPERIENCE

CRITICAL RACE  
THEORY

WHITENESS AND  
BLACKNESS

DEGREES OF  
RACISM

SYSTEMIC RACISM

WHITE PRIVILEGE

WHITE FRAGILITY  
MEETS BLACK RAGE

MICROAGGRESSION

INTERSECTIONALITY

HISTORY OF JIM  
CROW

ANTI-RACISM

**CHAT**

INDIFFERENCE

PROXIMITY

ENGAGEMENT

NOT  
RACIST

ADVOCATE

ALLY

ONGOING  
RACIAL  
EQUITY  
JOURNEY

ANTI-  
RACIST

ACCOMPANIST

ACCOMPLICE

PASSIVISM

"ARRIVAL"

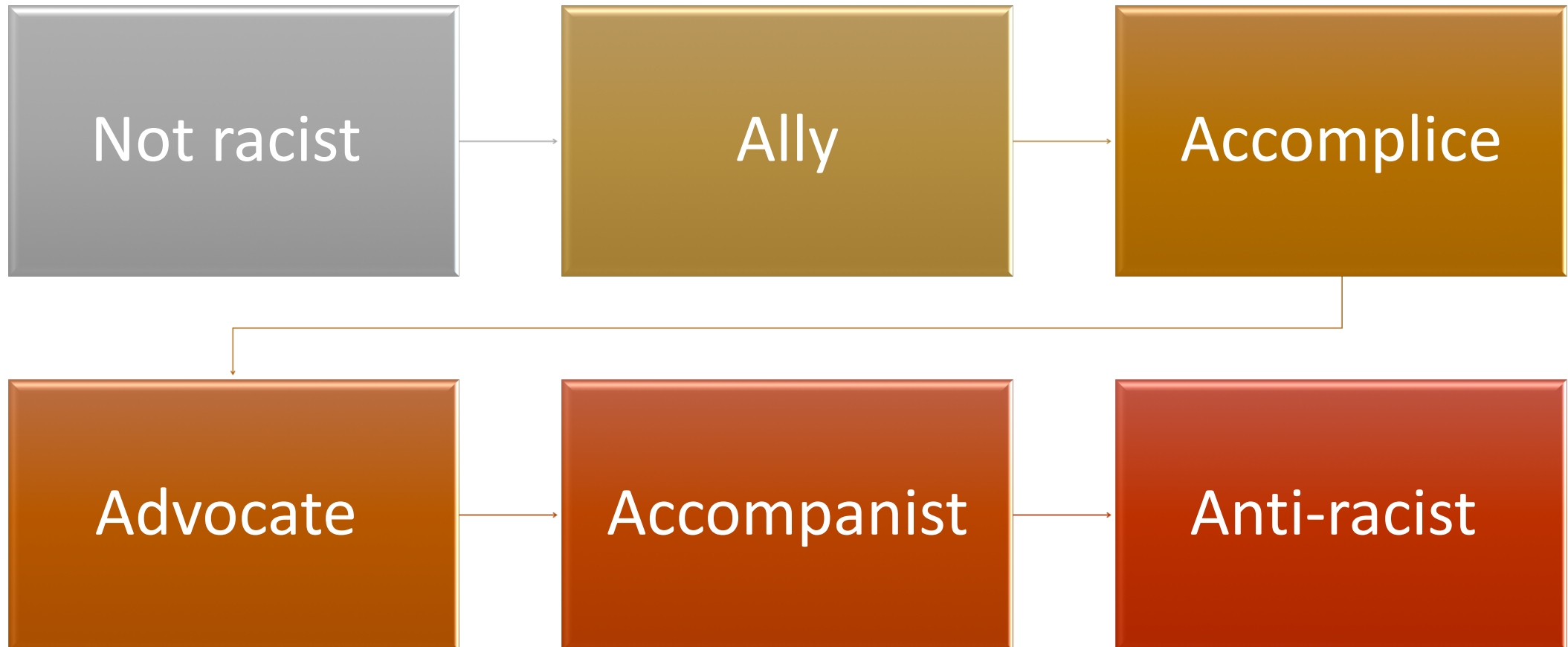
ACTIVISM

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# CONTINUUM OF COMMITMENT

## *WHERE AM I?*



CHAT



## SESSION III

BEING WHERE YOU ARE  
AS YOU ARE

**SHAME**

**FRAGILITY**

**BLAME**

**CANCEL**



FIXED CHOSEN NARRATIVES

SILENCE  
SHAME  
VIOLENCE

FLAMMABILITY

*RACIAL*

*POLARITY*

RAGE

BACKLASH  
BLAME  
RETRIBUTION

ECHO CHAMBERS | BUBBLES

# Shadow Sources in Racial Equity

*Protecting the “I”—in the name of “right”*

**WHAT DO I WANT TO SET THE INTENTION TO RELEASE?**

## SHAME

- INERTIA
- INDIFFERENCE
- INACTION
- IMPARTIALITY\*

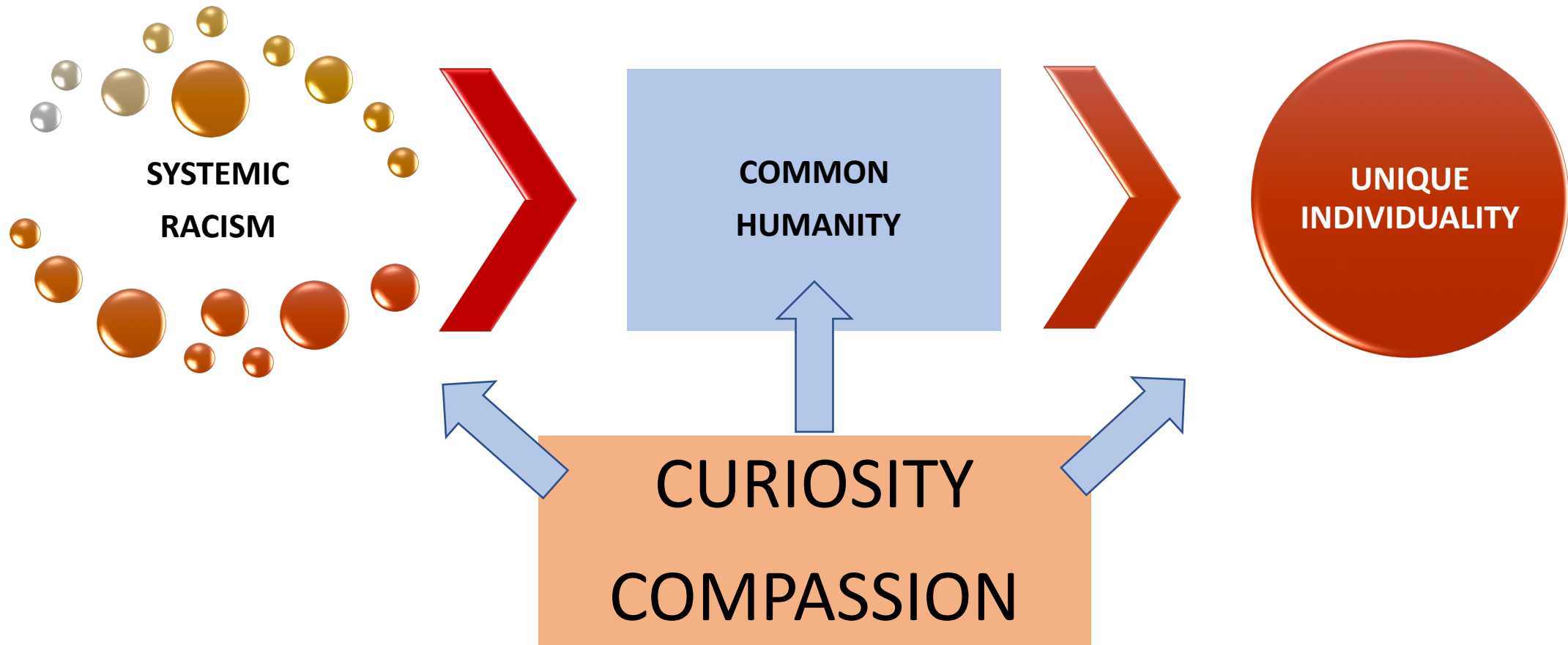
## BLAME

- INTIMIDATION
- INSINUATION
- INSTIGATION
- INQUISITION

CHAT

# SESSION IV

## RACIAL INQUIRY





# COMMON HUMANITY

*I see you...*

*“The starting point is our common humanity and the phenomena of birth, death, illness, work, happiness and loss.”* Cambridge English Corpus

BEGINS IN  
MUTUAL  
RESPECT AND  
RECOGNITION

REFLECTS  
HUMAN  
GENOME  
PROJECT

MOVES BEYOND  
SOCIAL  
CONSTRUCITON  
OF IDENTITY

TRANSCENDS  
“MONOLITHIC  
MYTH”  
**UNIQUE  
INDIVIDUALITY**

*...I am here*

# WHICH QUALITIES OF EFFECTIVE RACIAL INQUIRY?

EMPLOYS OPEN-ENDED QUESTIONS ... BEYOND “YES/NO”

EXPLORES THE SHARING OF **STORIES AND PERSPECTIVES**

PROMOTES CURIOSITY AND LEARNING

REQUIRES **EMPATHY, EMPTINESS AND OPENNESS**

CHALLENGES ASSUMPTIONS AND BELIEFS

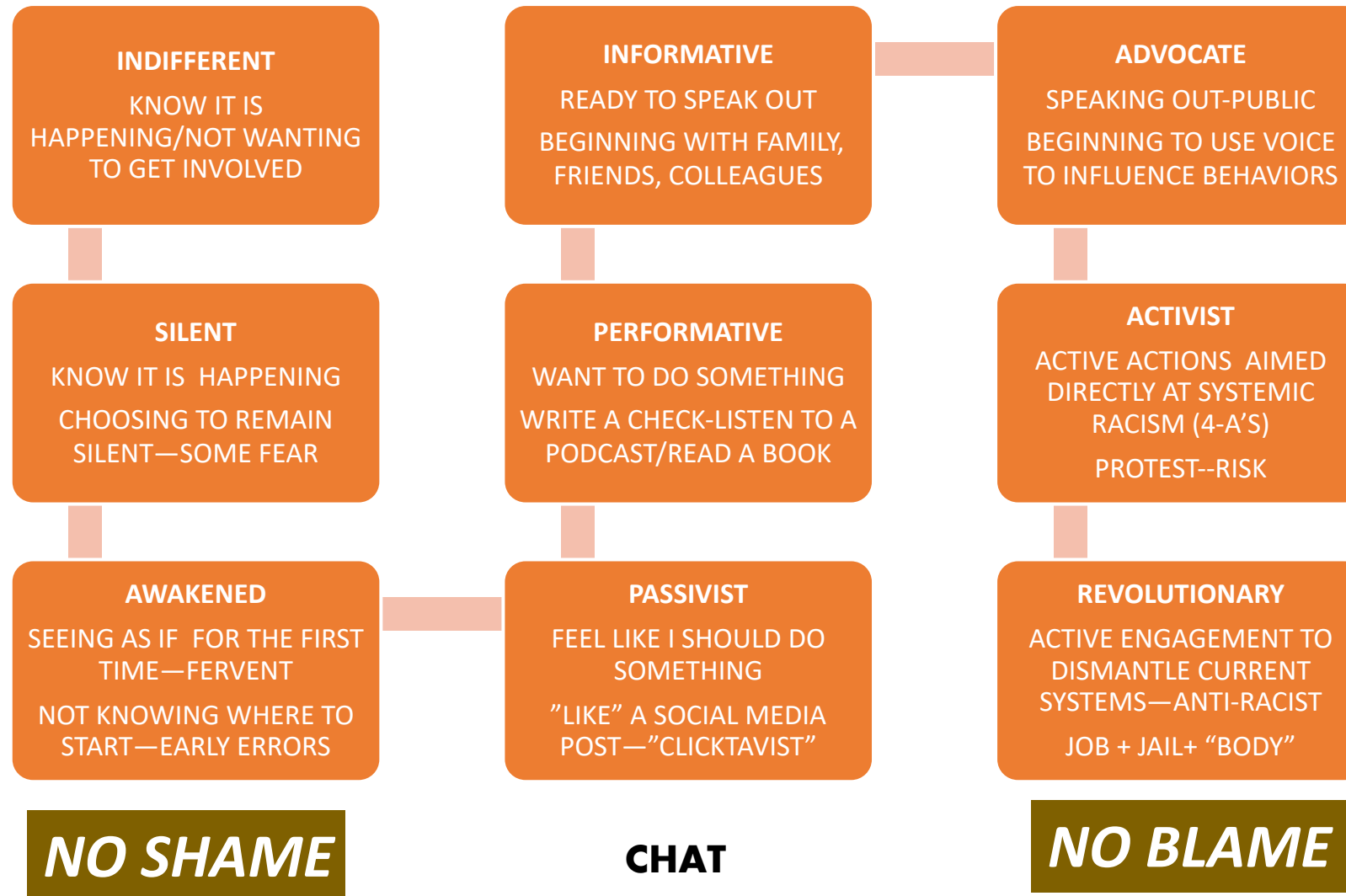
STRETCHES PRESENCE **BEYOND USUAL COMFORT**

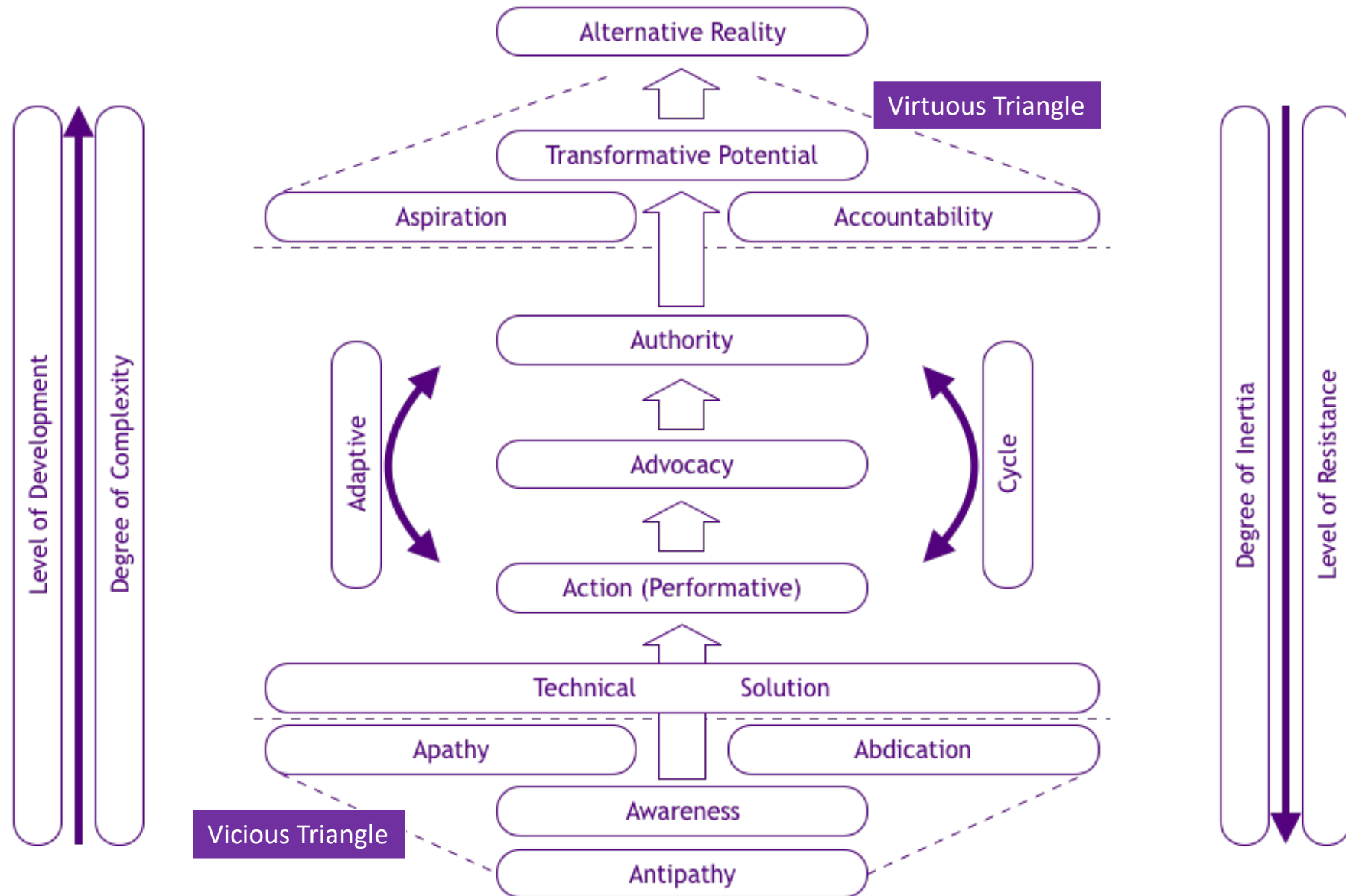
INVITES ENGAGEMENT AND COMPASSION

CREATES OPPORTUNITY FOR **NEW INSIGHTS/PRACTICES**

# RACIAL EQUITY JOURNEY—A CONTINUUM

*WHERE AM I?*





WHERE AM I IN THE RACIAL EQUITY CONVERSATION?





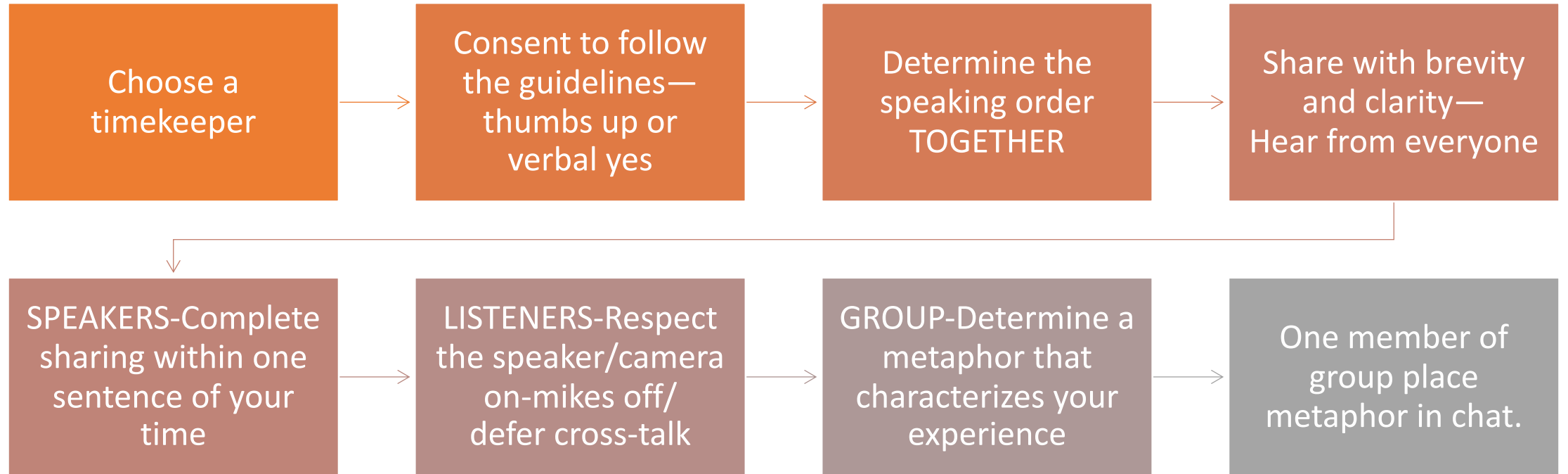
# BREAKOUT SESSIONS

# PREPARING FOR RACIAL INQUIRY

*Take One  
Minute to  
Get Ready*



# RACIAL EQUITY PROCESS



# My Racial Equity Outcome Statement

**Make a statement as CLEARLY and SPECIFICALLY as possible on your Racial Equity outcome focus.**

- **Set Action Intention:** *start, end, undo, provide, promote, fight, create*
- **Determine Focus:** *racism at X, discrimination policy, education access*
- **Learn More:** *current data, evidence-based assertion, progress, others*
- **Honor Capacity:** *realistic timeframe, available energy/resources/allies*
- **Act:** *identify first steps, iterate as needed, specify desired outcome*



# EXAMPLES: *Racial Equity Outcome Statement*

- Own my complicit behavior in remaining silent in the face of subtle racism and working to bring my voice in such situations
- Invite one person to engage in a racial equity conversation (in my family, among my friends, in my organization, at my place of worship, at school...) who may hold a different perspective. (Avoid asking BIPOC colleagues to engage emotional labor on such conversations unless you are willing and able to do the same.)
- Attend (my first) Black Lives Matter protests at the next opportunity.
- Lead my organization to dismantle racism in (hiring practices, resource allocation, career promotion, community engagement, populations served...)

# BREAKOUT ROOM

## *AGREEMENTS AND GUIDELINES*

*Please share your Racial Equity Outcome Statements*

### **DESIGNATE A TIMEKEEPER**

so everyone has an  
equal and equitable  
opportunity to speak

### **BE OKAY WITH THE SPEAKING ORDER...**

*Yes, it has meaning AND...*

When speaking,  
**BE BRAVE**  
**BE HONEST**  
**BE BRIEF**

When listening, **PRACTICE  
EMPATHY. SEEK TO  
UNDERSTAND** the  
feelings of others

### **EMBRACE THE DISCOMFORT**

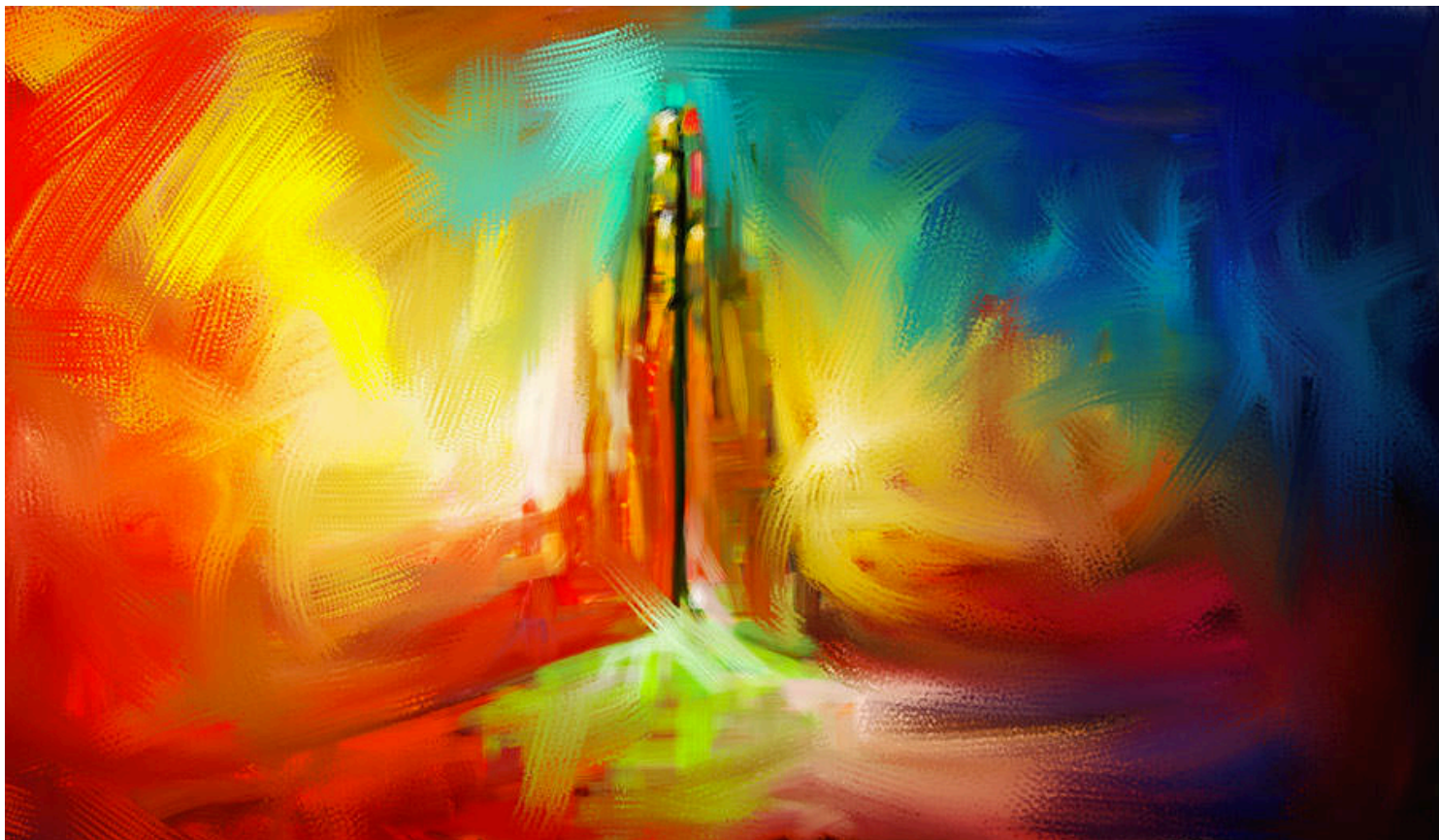
as a natural part of the  
process

**Disagree**  
on ideas and behaviors  
**WITHOUT ATTACKING OR  
INSULTING ANYONE**

**RECOGNIZE AND RESPECT  
EACH OTHER'S  
HUMANITY**

**FOCUS ON THE  
LEARNING**  
see what you can  
**LET GO TO LET COME**

*BE KIND, FOR EVERYONE YOU MEET IS FIGHTING A BATTLE YOU KNOW NOTHING ABOUT*



# Racial Equity Mindfulness

- **Release** the need for immediate outcomes; singular attachment
- **Anticipate** resistance, including from those closest to you
- **Expect** emotions to be stirred – theirs and yours; breathe
- **Stay** aligned with values
- **Operate** from integrity
- **Learn** from setbacks and adapt
- **Avoid** “blame and shame” cycle
- **Return** to central focus
- **Rely** on allies and accountability partners
- **Repeat, Repeat, Repeat**



# FINAL CHAT

## Commitments

*My Racial Equity Outcome  
Statement and  
One Word Intention*

**THANK YOU!**