**Building a Racially Inclusive, Anti-Racist Community and Organization: *A Guide for Beginning the Dialogue***

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Note: The following activities and discussion prompts may be useful to facilitate deeper, more authentic dialogue about issues of race, racism, racial inclusion, and anti-racism in predominantly white organizations. Below I outline many of the prompts and questions I use in my initial phase of anti-racism trainings.

**Overall learning outcomes for the sessions: Content and Process Outcomes**

***Note: While the CONTENT learning outcomes are key, the PROCESS outcomes, the means to the end of accomplishing the Content outcomes, are equally critical.***

**CONTENT learning outcomes, to deepen capacity to:**

1. Engage in authentic, meaningful dialogue about issues of race and racism.
2. Discuss your personal passion for creating greater racial inclusion in our organization.
3. Reflect on your racialized socialization experiences and ways you were impacted then and possibly now.
4. Discuss and clarify our collective vision of a racially inclusive, anti-racist organization.
5. Identify the “Leadership Case,” the compelling case for change, for accelerating efforts to address the dynamics of race and racism on a daily basis.
6. Use a scale of 0-10 (low to high) to discuss how close our current state is to our collective vision of a racially inclusive, anti-racist organization.
7. How far have we come: What specific changes and activities have we helped create greater racial inclusion in our organization?
8. How far we need to go: What else could we do? What do we need to do to create a racially inclusive, antiracist organization?

**PROCESS outcomes for the session:**

1. Feel connected to the other participants: valued, respected, a part of a learning community.
2. Have their ideas, comments and feelings heard and used in the session – they have a voice.
3. Comfortable and connected enough to share their experiences, thoughts, and feelings (maybe even attitudes).
4. Slightly nudged and challenged to consider new and differing perspectives.
5. Energized to help create and maintain a racially inclusive, anti-racist organization.

**Facilitating Notes:**

\* Lean much more towards facilitating the discussion and dialogue among the participants, and less towards lecturing, teaching, and presenting modes of learning.

\* Be prepared to shift the logistics of some activities if participants have a visual, hearing, or mobility disability.

# Outline of Possible Activities

**1. Welcome & Framing**

* **Welcome participants and share why you are gathering in this session**
* **Ask:** How are you doing in these times?
* **Review possible learning outcomes, agenda/flow and logistics of session**
1. Engage in authentic, meaningful dialogue about issues of race and racism.
2. Discuss your personal passion for creating greater racial inclusion in our organization.
3. Reflect on your racialized socialization experiences and ways you were impacted then and possibly now.
4. Discuss and clarify our collective vision of a racially inclusive, anti-racist organization.
5. Identify the “Leadership Case,” the compelling case for change, for accelerating efforts to the dynamics of address of race and racism on a daily basis.
6. Use a scale of 0-10 (low to high) to discuss how close our current state is to our collective vision of a racially inclusive, anti-racist organization.
7. How far have we come: What specific changes and activities have we helped create greater racial inclusion in our organization?
8. How far we need to go: What else could we do? What do we need to do to create a racially inclusive, antiracist organization?

**2. What is Your Personal Passion? Motivation?**

**Ask, give time for reflection:**

* What motivates you? What is a source of your passion for creating a racially inclusive, anti-racist organization for all we serve?

**Ways to process the reflections:**

* Ask people to share in the CHAT or a short breakout conversation
* Ask for people to share in the full group

**Suggested processing questions**

* What was the impact of sharing? Hearing the personal passion and motivation of others?
* What are some aspects of your personal passion?
* How do these align with our organizational mission and values?
1. **Review Engaging Guidelines**

**Suggested Engaging Guidelines**

1. Open and honest communication; anticipate impact on others before you speak
2. Participate fully (comfort zone +1); Expect discomfort if learning
3. Speak from personal experience
4. Listen respectfully; Listen to learn
5. Seek to understand; Expect disagreement & listen harder
6. Share air time: Move in, move out
7. Be fully present
8. Be open to new perspectives
9. Explore impact; acknowledge intent
10. Expect people to learn and grow; don’t freeze-frame others
11. Take risks; Lean into discomfort; Be brave; Engage
12. Respect and maintain confidentiality
13. Notice/describe what you see happening in the group, in you
14. Recognize your triggers; Share if you feel triggered; Check-in with those who feel triggered
15. Trust that dialogue will take us to deeper levels of understanding
16. Engage & embrace this opportunity; We won’t be finished

**4. Exploring Our Racialized Socialization**

* **Share about some of your own racialized socialization experiences** to model authenticity and bravery.
* **Give time for reflection on a few of these or other prompts:**
1. What were your experiences interacting (or not) with people of different racialized & Indigenous groups?
2. When did you 1st realize you were \_\_\_\_\_\_? That you/your group had been assigned a racialized identity?
3. When do you remember realizing people were treated differently based on race and/or Indigenous status?
4. As you reflect on your racialized socialization, what were the prevailing messages around you about different racialized and Indigenous groups?
5. When, if at all, did you realize some/many white people believed white people were superior, more deserving, better than People of Color and Indigenous Peoples?
6. When, if at all, did you realize that you believed white people were superior, more deserving, better than People of Color and Indigenous Peoples?
* **Processing questions**, include:
	+ What was the impact of listening and sharing?
	+ Any insights or reflections?
	+ How might some of these early messages about white people, Indigenous Peoples and People of Color still be operating in our organization? In us?
1. **Discuss and Clarify our Collective Vision of a Racially Inclusive,**

**Anti-Racist Organization**

* **Give time for reflection and noting:**
* What is your VISION of a racially inclusive, anti-racist organization?
1. What will a racially inclusive, anti-racist organization be like? Feel like?
2. What WOULD be happening?
3. What WOULD NOT be happening?
* **Discussion format possibilities**
	+ Breakout, then large group
	+ Chat, then large group
* **Processing questions**, include:
	+ What is your vision of a racially inclusive, anti-racist organization?
	+ What was the impact of listening and sharing?
	+ How do our respective visions align with each other?
		- With our organizational mission and values?
1. **The Leadership Case: The Compelling Case for Change**
* **Ask and give time to reflect and note:**
	+ What could you say or ask if someone asks you:

*"Why are we focusing on creating a racially inclusive, anti-racist organization?"*

* **Processing questions** include:
	+ How might you feel is someone asks you this question?
	+ What are some possible responses?
	+ How and where can we talk about the Leadership Case more?

**7. How Close is the Current State to Our Vision?**

* **Ask participants to reflect and then share**:
* Using a scale of 0-10: 0 = not at all -------------- 10 = completely
* In the CHAT or a poll, please share your rating:
	+ In your opinion, how close is our current state to our vision of a racially inclusive, anti-racist organization?
* **Processing questions** include:
	+ What was it like to offer a rating?
	+ To see the ratings of others?
	+ What are some of the reasons you rated our organization the way you did?
	+ Reactions and impact of hearing the reasons of others?

**8. How Far We Have Come**

* **Ask and give time** to reflect and note:
* What are you/others you work with *already doing* to intentionally create a more racially inclusive, anti-racist organization?
* **Discussion format possibilities** include:
	+ Ask them to put ideas in the CHAT, breakout group or chart in small groups
	+ Discuss in the large group
* **Processing questions** include:
	+ What are you/others you work with *already doing* to intentionally create a more racially inclusive, anti-racist organization?
	+ What is the impact of seeing/hearing all of these ideas?
	+ What, if any, impact or results are we seeing from our efforts so far?

**9. How Far We Need to Go**

* **Ask and give time to reflect** and note:
	+ How far do we need to go?
	+ What else could we do?
	+ What else do we need to do to create a racially inclusive, antiracist organization?
* **Discussion format possibilities** include:
	+ Ask them to put ideas in the CHAT, a poll, or anonymous tool like padlet
	+ Share in a breakout or in small groups
	+ Discuss in the large group
* **Processing questions** include:
	+ How far do we need to go?
	+ What else could we do?
	+ What else do we need to do to create a racially inclusive, antiracist organization?
	+ What is the impact of seeing/hearing the comments of others?
	+ How are you feeling as you reflect on all of these ideas and comments?

**10. How will we know we are succeeding?**

* Invite people to breathe
* Ask and give time to reflect: How will we know we are succeeding?
* **Processing questions** in the large group include:
* What will be some indicators we are making progress? Succeeding in our vision?

**11. Closing Activities**

* Invite people to breathe
* Thank them for participating
* Ask some of the following: As we close for now,
* How are you feeling?
* What was the impact of our dialogue?
* What have you appreciated about our conversation? Our group?
* A learning I am taking with me….
* What next steps do you recommend we do?
* What are you committed to do to help us manifest our vision of a racially inclusive, anti-racist organization?
	+ As a member of this organization, I will….
* Share your closing appreciations and thoughts about next steps