Envision an Anti-Racist Organization **(Racially Equitable & Inclusive)**

1. What is **your passion/commitment** for creating a racially inclusive, anti-racist organization (culture, climate, norms, policies, practices, programs, services, etc.)?
2. What are the current **driving VALUES** of the organization? **Any others** that will accelerate the capacity to become a racially inclusive, anti-racist organization?
3. When we co-create a racially inclusive, anti-racist organization:
4. How will people **feel**? **Be**?
5. **Who** will be a part of our organization? In **what roles and responsibilities**?
6. What will be our individual and collective **level of demonstrated competence** related to dismantling racism and creating anti-racist practices, policies, culture, climate, etc.
7. How will people **be treated**?
8. What **will everyone be doing** internally? Externally?
9. What people will **no longer doing** internally? Externally?
10. **WHY** is it critical that everyone actively creates an anti-racist organization in everything they do? (the “Leadership Case,” compelling reasons for change)