***Expected Competencies for Creating Racially Inclusive Organizations***

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1. Create racially inclusive, high-performing teams and work climates where all are respected, valued, feel a sense of belonging, and able to contribute to their full potential.
2. Develop racially inclusive products and services.
3. Continually deepen *self-awareness and knowledge* to effectively engage in meaningful, authentic dialogue about race, racism, whiteness, white privilege, white supremacy culture, the history of racism, racially equitable and inclusive organizations, etc.
4. Continually deepen the *capacity* to effectively engage in meaningful, authentic dialogue about race, racism, whiteness, white privilege, white supremacy culture, the history of racism, racially equitable and inclusive organizations, etc.
5. Recognize racist attitudes, behaviors, and microaggressions in self and others.
6. Effectively interrupt racist dynamics and microaggressions in the moment.
7. Respond effectively when given feedback about the impact of comments, actions, and/or inactions.
8. Recognize and shift dynamics of white privilege in the moment.
9. Use a Race Lens in all planning and decision-making processes.
10. Use a Race Lens to analyze all current policies, programs, practices, norms, and services and revise, as needed, to eliminate negative differential impact on People of Color and create greater racial equity and inclusion.
11. Recognize and shift unproductive white cultural dynamics in the organization to create a more inclusive, racially just organizational climate and culture.
12. Implement a system of development and accountability to ensure accelerated progress towards becoming a racially inclusive, anti-racist organization.