**Key Prerequisite Foundational Equity and Inclusion Concepts and Skills for Participation in White Accountability Groups**

Members of White Accountability Groups may be more prepared for the depth of self-work and development opportunities they will experience if they already have a moderate degree of demonstrated capacity to:

1. Recognize everyone as individuals deserving of dignity, respect, and equitable treatment in their full humanity.
2. Capacity to engage in authentic dialogue about dynamics of inclusion and exclusion.
3. Recognize the full breadth of group differences among those they work with and serve.
4. Recognize the full range of their own group memberships.
5. Understand how people are often socialized to believe some groups deserve more than others, deserve better treatment than others, some are more valuable than others, more intelligent than others, better leaders, more competent, etc.
6. Discuss the common societal assumptions and stereotypes about members of various groups.
7. Understand the concepts of privileged and marginalized groups.
8. Identify the full breadth of privileged & marginalized groups among those they work with and serve.
9. Discuss how the common dynamics of privilege & marginalization impact those they work with and serve.
10. Discuss their experiences in both marginalized and privileged groups, including at the intersections of their various identities.
11. Recognize common interpersonal microaggressions.
12. Identify and share microaggressions they have experienced in their marginalized groups in the past and current day.
13. Understand how their real/assumed intersecting privileged and marginalized group identities impact how many people may perceive and treat them.
14. Practice tools to speak up and interrupt microaggressions in the moment and afterwards.
15. Discuss how the current organizational culture and climate may impact people differently based on their various intersecting privileged and marginalized group memberships.
16. Identify how most organizations have been created to meet the needs of as well as benefit members of privileged groups far more than those in marginalized groups.
17. Identify specific policies, practices, programs, products, norms, and services that may still unfairly benefit members of privileged groups and possibly create barriers to success for members of marginalized groups as well as undermine the stated organizational vision and strategic goals.
18. Discuss ways systemic oppression may exist in the organization and explore everyone’s responsibility to work with others to continuously identify, interrupt, and shift these structural barriers.
19. Use an Equity & Inclusion Lens in planning and decision-making processes as well as to analyze and revise policies, practices, programs and services to create greater equity and inclusion in every aspect of the organization.
20. Identify next steps for organizational change.
21. Develop a personal action plan to continue to deepen required EDIB competencies.