**Mapping Our Current Racialized Experiences**

Directions: Create a map of your current racialized experiences using the following prompts.

1. By racialized group identity, who are your family members? Close friends? Acquaintances? Work colleagues? Supervisors and leaders?
2. By racialized group identity, who are the people with whom you interact in community and leisure activities?
3. How often do you have meaningful interactions and engagement with People of Color and Indigenous Peoples? Dialogues about race, racism, white privilege, and white supremacy culture?
4. How often do you have meaningful interactions and engagement with other white change agents about race, racism, and white supremacy culture?
5. How often do you consume media and other resources that reinforce and perpetuate racist stereotypes, whiteness, and white supremacy ideology (TV, books, movies, social media, music, etc.)?
6. How often do you attend and actively participate in programs and conferences to deepen your knowledge, self-awareness, and skill development as a white change agent?
7. How often do you bring up issues related to race, racism, white privilege, and white supremacy culture at work? Outside of work?
8. How often do you effectively acknowledge and interrupt racist behaviors and attitudes at work? Outside of work?
9. How often do you intentionally use a Race Lens in planning and decision-making?
10. How often do you intentionally use a Race Lens to analyze and revise current policies, programs, practices, norms, and services?
11. How often do you engage effectively during conflicts and difficult situations related to race and racism?
12. How often do you effectively receive and act on feedback about the negative racist impact of your actions and inactions?

**Developed by Kathy Obear, Center for Transformation and Change www.drkathyobear.com**