**Path to Competence**

**Common Indicators: Capacity Development for Change Agents to Dismantle Racism**

**Where were you? Are you now?**

**Developed by Drs. Jack Gant and Delyte Frost**

**Elsie Y. Cross Associates**

To watch Kathy’s webinar about the ***Path to Competence***: [**https://youtu.be/\_6Q61OP58y8**](https://youtu.be/_6Q61OP58y8)

****

**Directions** ~ **Reflect and note:**

* What did you think, say, and do in these different places on the **Path to Competence?** (Some may apply more to white people than People of Color and Indigenous Peoples)
* What **helped you move** along your Path to greater capacity, courage, and demonstrated racial competence?
* What have you **observed or heard from colleagues**?

**Box of Denial**: **unaware/ineffective**

* Unaware of their racist attitudes and behaviors
* Stuck at the Individual Level
* PLEs ~ Perfectly Logical Explanations
* Deflecting to a marginalized identity
* That had nothing to do with race! That happens to me/others, too!
* My best friend is Black; I adopted Latinx orphans; I’m married to an Asian American
* You make it worse by segregating us, talking about race; we all got along great before this training; now we’re walking on eggshells
* We are all part of the human race
* I’m part Native American; I’m not white!
* I’m color-blind; I don’t see color!
* I treat everyone the same; I interrupt everyone!
* Tone policing of People of Color: If they would only . . .
* They are too sensitive
* But they are racist, too!
* They play the “race card”—use it as an excuse
* There are microaggressions against whites, too!
* We are post-racial; you are making something out of nothing
* Things are so much better now; what is the big deal?
* I’m not racist! I’m a good one
* I grew up poor; I have no privilege
* Classism is the most important oppression
* Things have swung too far; now whites are discriminated against
* We can’t say anything anymore or joke at all!
* We can’t learn without People of Color
* We just have different opinions
* You can’t lump people together; we’re all individuals
* They just need to work hard and assimilate like my family did
* Get defensive if confronted
* I don’t hate anyone; I’m not racist
* I don’t have any racial prejudice
* There are bad apples in every group
* That was an isolated incident
* I treat people how they treat me
* There is no white privilege; I worked for everything I have

**Box of Fear: increasing awareness/ineffective**

* See more racist dynamics
* Realize how much they DON’T know or see
* Silent
* Scared of making a misstep, offending, doing something racist
* Walk on eggshells
* Scared, hesitant to respond
* Stay stuck in fear
* Ineffective reactions
* Know they are ineffective
* Giving up: I tried—I’m damned if I do, damned if I don’t
* Can’t do anything right
* Realize how many microaggressions they have done, overlooked
* Realize how they have colluded, gone along to get along
* Guilt, shame, regret
* Defensive, reactive
* Inaction
* Feel powerless, overwhelmed
* Look to others to lead

**Box of Judgment: maybe aware or unaware/ineffective**

* Blame, judgment of others
* Triggered critiques, confrontations, calling out, unproductive anger
* Not building connections with own group; only want to be with People of Color
* Ineffective engagement
* Self-righteous
* Take no responsibility for developing colleagues
* Shame, blame, guilt, anger towards self
* Swirl in negative self-critique
* Stuck, no effective engagement
* Inaction
* Blame others for our lack of competence
* I’m better than that person; I’m a good one; you are bad
* I am bad; all whites are bad

**Box of Engagement: greater awareness/increasingly effective**

* Recognize most racist dynamics
* Take more risks to engage
* Respond with increasing effectiveness, still misstep
* Still have to concentrate and focus as engage others
* May need to plan and think through what to do
* Speak up, use a Race Lens in discussions and decisions
* Revise current practices with a Race Lens
* Seek out and use feedback
* Use mentors and coaches
* Practice with others
* Admit racist thoughts and actions
* Listen to the impact of their actions; make amends and change their behaviors
* Take responsibility for developing colleagues

**Box of Competence: unaware/show up very effective**

* In the flow, present
* Respond effectively without planning or much thought
* Habitual, automatic capacity to respond effectively
* Speak up, take risks, confront effectively
* Committed to stay on their Path to Competence
* Always learning, developing, deepening capacity
* Develop white leaders and change agents
* Support and developing colleagues of color
* Leading organizational and systemic change

**Based on the work of Drs. Jack Gant and Delyte Frost, EYCA, Path to Competence**

**Worksheet developed by Kathy Obear, Ed.D., *Center for Transformation and Change***

[**www.drkathyobear.com**](http://www.drkathyobear.com)