

MAKE IT YOUR BUSINESS: TOOLKIT 401

THE ROAD TO ANTIRACISM



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THE ROAD TO ANTIRACISM

TABLE OF CONTENTS

Section I: Recognize and use your privilege.....	3
Introduction.....	4
Examples	6
Why it matters.....	7
Actions.....	8
More resources and further reading	11
Section II: Changing narratives	12
Introduction.....	13
Examples	14
Why it matters.....	15
Actions.....	16
More resources and further reading	17
Section III: Create sustainable change.....	18
Introduction.....	19
Examples	20
Why it matters.....	22
Actions.....	23
More resources and further reading	30
Checklist.....	31
Sources.....	32



SECTION I

RECOGNIZE AND USE YOUR PRIVILEGE

RECOGNIZE AND USE YOUR PRIVILEGE

INTRODUCTION

Understanding the privilege we each hold is how we begin to utilize our power to promote justice in our respective social circles, at work and in our communities. But what is privilege and how do we get it? At its core, privilege is a set of unearned benefits given to people who fit into a specific social group. Some of the larger groups that we all fit into are our race, class, gender, sexual orientation, language, geographical location, ability and religion—though, there are many more. Each of these groups grant us more or less access to resources and social power.

Typically, large and dominant groups hold more power in our society and smaller, marginalized groups have less power. Privilege can be greatly increased for an individual who may be part of more than one dominant group (e.g. white male) or drastically reduced for an individual belonging to more than one marginalized group (e.g. black transgender.) This effect is called intersectionality and is important to understand when learning about one's own privilege.

As we begin to explore the privilege we each hold, or don't hold, it is important to keep the following in mind about what privilege is and what it isn't.

- **Privilege is often invisible to those who have it**
Intentional and guided self-assessment is helpful in learning about the privilege we each hold. Sometimes, honest conversations with a close friend or colleague can help reveal privilege that is difficult to see.
- **Privilege is a system of advantages granted to all people in a given group**
Once we can see what groups we belong to, we begin seeing how those groups benefit from systems in our society.

- **Privilege is a social structure that has become endemic to human cultures**
Regardless of what part of the world you live in there are social structures that elevate some people and reduce the standing of others.
- **Privilege is not about who you are as an individual**
It is more about which groups you belong to and how those groups are viewed and treated by society.
- **Privilege is not a sign of how hard you have worked, and it doesn't mean that your life has been easy**
Instead, privilege should be viewed as a built-in advantage separate from individual effort.

PRIVILEGE DOESN'T MEAN YOUR LIFE HAS BEEN EASY

RECOGNIZE AND USE YOUR PRIVILEGE

INTRODUCTION

White privilege

White privilege refers to the unquestioned and unearned set of advantages, entitlements, benefits and choices that people have simply because they are white.

This privilege occurs on every level of society and is often unseen by white people because it's the experience they know.

The phrase "white privilege" often results in pushback from white people because the two-word term describes them in ways they might not be used to. The word "white" can be uncomfortable because many white people are not used to being described by their race. And for white people who have experienced poverty or other disadvantages, the word "privilege" sounds like a word that doesn't belong to them – a suggestion that they have never struggled.

It is often helpful to begin with what white privilege is not instead of what it is. White privilege does not mean that white people have never struggled. Many white people do not enjoy the privileges that come with wealth and access, like access to healthy food, stable housing, health care and higher education.

White privilege does not mean that everything a white person has accomplished is unearned; most white people who have accomplished a lot have done so by working extremely hard. Instead, white privilege should be viewed as a built-in advantage separate from one's income or effort. It isn't in the absence of hardship, but the absence of racism. That is where white people experience their privilege.

WHITE PRIVILEGE IS ABOUT THE ABSENCE OF RACISM

VIDEO RESOURCE

What is white privilege?



RECOGNIZE AND USE YOUR PRIVILEGE

EXAMPLES

Privilege can come from belonging to any group or combination of groups (race, gender, class, etc.) For the purposes of this toolkit, we'll focus more on privilege as it relates to race. The examples below are a snapshot of privileges one can experience because of their race and the hardships marginalized groups experience daily.

Example 1

The first example is a common experience that white people don't normally consider: shopping for hair care products. The products white people need for their hair are typically found in an aisle labeled "hair care." While hair products that BIPOC need might be found in a smaller, separate section of "ethnic hair products."

Similar conveniences like "flesh-colored" bandages that only match white skin tones or grocery stores stocking food options that mainly reflect the cultural traditions of white people are symbols of what is considered "normal." White people can assume that their daily needs will be met, which perpetuates the idea that white is normal, dominant, or right. Meanwhile, BIPOC know that their needs are on the margins and may not be met at all.

Example 2

The second example goes beyond the convenience of "normal." White people are more likely to be seen as individuals, to be given compassion and to survive mistakes, while BIPOC are more likely to be seen as representatives of a stereotyped racial identity. White people are usually given the benefit of the doubt, while BIPOC are consistently targeted

based on their race. One example of this privilege is that white people are less likely to be followed, interrogated or searched by law enforcement because they look "suspicious."

To be given the benefit of the doubt seems completely reasonable to white people. It seems logical that a person should have the chance to prove themselves individually before they are judged. But it's a privilege that BIPOC don't regularly benefit from, and is often a source of fear, anxiety and stress.

WHITE PRIVILEGE IS THE ABILITY TO CHOOSE

White privilege is not just about easily finding what you need at the store. It's not just about going through your day without your race defining your interactions. It's also the power to remain silent when facing racial discrimination. It's the ability to choose whether to willfully step into discomfort to protest. It's getting to choose when to take a stand. It's knowing that because you are white, you can be safe.

RECOGNIZE AND USE YOUR PRIVILEGE

WHY IT MATTERS TO YOU AND YOUR BUSINESS

When all people in a business can thrive then the whole business is opened up to greater success. Innovation can thrive when all ideas and voices are at the table. New leaders can rise in the organization to bring perspectives, talent and energy that can take departments and whole companies to new heights.

Privileged people can use their access and power to become allies to those with less access, and support changes that will help others be successful.

Use your privilege to support those around you with the following seven actions.¹

INNOVATION THRIVES WHEN ALL VOICES ARE HEARD

VIDEO RESOURCE

What is an ally?



RECOGNIZE AND USE YOUR PRIVILEGE ACTIONS

✓ ACTION 1

The Sponsor: The Sponsor vocally supports the work of colleagues from underrepresented groups in all contexts, but specifically in situations that will help increase their reputation and standing.

Example: “What I learned from Chris is the following ...”

✓ ACTION 2

The Champion: The Champion acts similarly to a sponsor, but is more of an advocate for underrepresented colleagues, namely at public venues such as industry-wide events and conferences.

Example: Direct questions about specific topics to employees with subject-matter expertise instead of answering them yourself.

✓ ACTION 3

The Amplifier: The Amplifier works to ensure that marginalized voices are both heard and respected. This type of allyship can take many forms, but is focused on representation within communication.

Example: “I agree with Helen’s recommendation for improving our net promoter score.”



RECOGNIZE AND USE YOUR PRIVILEGE

ACTIONS

✓ ACTION 4

The Advocate: The Advocate uses their influence to propel colleagues from underrepresented groups into highly exclusive circles. They recognize and address unjust omissions and hold their peers accountable regardless of status.

Example: Offer to introduce colleagues from underrepresented groups to influential people in your network.

✓ ACTION 5

The Scholar: The Scholar seeks to learn about the challenges and prejudices faced by colleagues from marginalized groups. It's important to note that Scholars never force their own opinions or ideas upon others, but instead simply listen and learn.

Example: Investigate and read publications, podcasts, or social media by and about underrepresented groups within your industry.



RECOGNIZE AND USE YOUR PRIVILEGE

ACTIONS

✓ ACTION 6

The Upstander: The Upstander is someone who sees wrongdoing and acts to combat it. This person condemns offensive comments or jokes, even if no one within earshot might be offended or hurt.

Example: Always speak up if you witness behavior or speech that is degrading or offensive.

✓ ACTION 7

The Confidant: The Confidant creates a safe space for members of underrepresented groups to express their fears, frustrations, and needs.

Example: Believe others' experiences. Don't assume something couldn't happen just because you haven't personally experienced it.



RECOGNIZE AND USE YOUR PRIVILEGE

MORE RESOURCES AND FURTHER READING

1. Robin Diangelo, *What Does It Mean to Be White?: Developing White Racial Literacy*.

2. Peggy McIntosh, "White Privilege: Unpacking the Invisible Knapsack"

3. Bob Pease, *Undoing Privilege: Unearned Advantage in a Divided World*

4. Sharon K. Anderson, *Explorations in Diversity: Examining the Complexities of Privilege, Discrimination, and Oppression*

5. Michael Eric Dyson, *Tears We Cannot Stop: A Sermon to White America*

6. Paul Kivel, *Uprooting Racism: How White People Can Work for Racial Justice*, 3rd Edition.

7. Tim Wise, *White Like Me: Reflections on Race from a Privileged Son*

8. Code Switch blog and podcast from NPR. Podcast episode #1, "Can We Talk About Whiteness?"

9. The Whiteness Project

SECTION II

CHANGING NARRATIVES

CHANGING NARRATIVES

INTRODUCTION

What is a dominant narrative?

Dominant narratives are broadly accepted, deep-rooted stories that inform how we perceive the world or a group of people.

What is narrative change?

Narrative change is an intentional effort to replace an existing narrative with something new, leading to shifts in attitudes, behaviors, systems, policies, and societal norms.

The power of narrative can be easily overlooked. Yet it can be extremely influential in determining who holds power and influence in our society. Dominant narratives impact and reinforce policies and systems that can perpetrate structural racism and result in continued inequities for marginalized communities.

VIDEO RESOURCE

What is structural racism?



THE POWER OF NARRATIVE CAN BE OVERLOOKED

CHANGING NARRATIVES

LET'S LOOK AT SOME EXAMPLES

Deficit-based narratives

Deficit-based narratives focus on problems, negative statistics, or perceived weaknesses of individuals, families, communities, or neighborhoods. Deficit-based narratives frequently put the blame on individuals and communities for their lack of success, without providing context for understanding why inequities exist.

Media, television, and news routinely perpetuate deficit-based narratives, particularly about Black, Indigenous, immigrant, and communities of color. Phrases such as “at-risk,” “high crime,” “concentrated poverty” and “vulnerable” tend to be the go-to descriptors of BIPOC communities. This is not to say that struggle, poverty, and crime do not exist – they do. However, deficit-based narratives focus only on the negative and ignore the strengths, assets, and solutions that communities hold. Focusing on deficits, particularly without proving an understanding of why those deficits may exist, defines people and communities by their worst and is dehumanizing. Deficit-based narratives can fuel racist assumptions and stereotypes.

Deficit-based narratives can also promote the idea that marginalized communities are “broken” and need to be “saved”. This type of thinking is dangerous, because it assumes that solutions should come from the outside and ignores the assets that exist within communities.

False narrative: “Native Americans are a vanishing race”

Narratives have the power to shape how cultures and communities are viewed in our society. Unfortunately, all too often, dominant narratives portray Native American peoples as a culture frozen in the past or a vanishing race. According to the Reclaiming Native Truth² project 72 percent of Americans almost never encounter or seek out information about Native Americans and the majority of Americans said they know little to nothing about Native people.

Many Americans form their opinions about Native people from dominant narratives in mainstream media, such as film and television, and do not know how Native people live today. The invisibility of contemporary Native peoples in media has fueled harmful stereotypes. The lack of accurate representation of Native peoples contributes to racism and bias in educational systems, pop culture and our political systems.

The false narrative that Native peoples are a vanishing race continues to have negative impacts on the lives of contemporary Native communities. Invisibility creates a void that is filled with stereotypes and misperceptions—such as racist sports mascots and inaccurate representations in movies, television and news.

CHANGING NARRATIVES

WHY IT MATTERS TO YOU AND YOUR BUSINESS

Narratives play a critical role in how we view others and can shape our work as individuals, institutions, and businesses. It is important for all of us to understand the power of narrative and examine how we may be unintentionally reinforcing narratives that perpetuate stereotypes, racism, or division. Uplifting accurate and positive narratives works to benefit everyone and can help create a more equitable future.

NARRATIVES CHANGE HOW WE VIEW OTHERS

VIDEO RESOURCE

What is white supremacy?



CHANGING NARRATIVES

ACTIONS

✓ ACTION 1

Continue to educate yourself and learn how to recognize false narratives

✓ ACTION 2

Listen and allow people to tell their own stories, rather than making assumptions

✓ ACTION 3

Create opportunities within your organization to center the voices of BIPOC associates

✓ ACTION 4

Combat stereotypes and replace them with accurate representation



CHANGING NARRATIVES

MORE RESOURCES AND FURTHER READING

1. Racial Equity Tools www.racialequitytools.org/resources/act/strategies/narrative-change

2. Social Change Initiative www.socialchangeinitiative.com/narrative-change

3. Narrative Initiative narrativeinitiative.org

4. Reclaiming Native Truth Narrative Change Strategy

5. Reclaiming Native Truth

6. Color of Change narrative.colorofchange.org



SECTION III

**CREATE
SUSTAINABLE
CHANGE**

CREATE SUSTAINABLE CHANGE

INTRODUCTION

2020 was a year that sparked global awareness across several issues. The issues unfolded on their own timeline, but also intertwined to create intense exhaustion for people across the United States and the world. The COVID-19 crisis began, a U.S. presidential campaign and election widened political divides, and social unrest spread from city to city in response to the murders of Ahmaud Arbery, Breonna Taylor, and George Floyd. To put an even finer point on 2020 were ongoing extreme climate events and economic turmoil that we lived with, and through, and likely didn't have the wherewithal to process.

Our intense exhaustion was compounded by structural racism that we saw throughout these issues in COVID case numbers, presidential candidates, police interactions, climate change impacts, food insecurity, poverty and more. So, we made space in our communities, companies and organizations to consider our complicity in structural racism. We created "safe spaces" and organized "brown bag" lunches to process information many were truly encountering for the first time. We made bold declarations about racism being a "health crisis" and donated funds to non-profits benefiting marginalized populations. We read books and started using the acronym "BIPOC." A spark had ignited a flame that seemed to set the world ablaze. Societal norms would be upended. Lives would change.

Then another year went by, and despite all the perceived progress of 2020, many of the issues from the previous year continued, or shockingly, worsened. Exhaustion was ubiquitous. New issues arose around vaccinations, insurrection, mask mandates, and critical race theory. And again, structural racism connected issue to issue and was a focus of many organizations—although with possibly less fervor. Our collective ability to



stay on course in addressing structural racism in all systems throughout our society was waning. Be it from exhaustion, or more likely, loss of interest, the flame that had originally been lit under society to move forward was fading fast.

This ebb and flow of interest in even the most critical issues of our time is not uncommon. We manage to forget about life-altering events like war, genocide, extreme weather events, and mass murder either because they have been replaced by new events or the next news cycle.

So, with a clear-as-ever need to create sustainable anti-racist environments in all the places we live, work and play, how do we make lasting change that builds toward expanding justice?

CREATE SUSTAINABLE CHANGE

LET'S LOOK AT SOME EXAMPLES

Many of the largest issues the world is facing are combatted against by an army of organizations, government entities, corporations and individuals. Awareness and resources are systematically apportioned to issues like cancer cure research, water shortage and environmental issues. What can be learned from how these issues are supported by organizations and individuals alike? Can racial equity be achieved by systematically flipping structural racism to structural anti-racism in the places we live, work and play?

Example 1: climate change

If there is an effort that most businesses can get behind it's "going green." Even just the term "going green" is a PR and communications success story. Everyone knows what it means: do something good for the environment. But more specifically, it means taking certain steps to put conscious and sustainable choices in place that reduce waste, encourage sustainable actions and save energy. Companies may go green in response to customer or vendor requests or as a conscious decision to be environmentally aware. It can start with small changes, like changing light bulbs, and may inspire bigger changes, like a new HVAC system or recycling program.

Going green in the workplace has clear benefits for the environment, but also benefits the company and personnel as well. It can save costs, create a healthier workplace for employees and boost the company's reputation. However, most actions taken by companies to go green are an effort to be "carbon neutral." Meaning, the goal is to eliminate the carbon footprint of the company and abolish harm to the environment. This is a goal worth working toward, but with climate change, more can be done.

START SMALL AND THEN GO BIG

Some companies take the action even further by moving beyond a neutral impact to a positive impact by supporting initiatives to actively restore the environment. Forest or prairie restoration and rewilding projects are efforts to set the environment back on its natural course. This intentional flip from taking from the environment's limited resources and, instead, netting a positive impact on the natural world moves the needle in the right direction. Not being a part of the problem is a good place to start. Being a part of the solution is an even better place to end up.

Lessons learned:

- Everyone can get behind the effort even if they're not an expert
- Start small and then go big
- Benefits to the employees and company is motivation for continued action
- Stop being a part of the problem
- Start being a part of the solution

CREATE SUSTAINABLE CHANGE LET'S LOOK AT SOME EXAMPLES

Example 2: food insecurity

“Donate non-perishable food items” is nearly as ubiquitous as “go green.” Everyone knows what they’re supposed to do and why they’re supposed to do it as soon as the email/memo/flyer goes around the office. No one wants others to be hungry. Food is a real need that everyone can understand on a personal level. And so, companies have found ways to advocate for food security in the communities they serve.

But even an issue as broadly understood as hunger can require ongoing education so people understand the current need. An effort as simple as a canned food drive requires intentionality, planning and work to be successful. The drive brings in actual food to donate and it raises awareness of the issue. Success can look like a large quantity of donations in one drive, but it can also be growth year over year. Does the program expand to reach higher goals of donations? Does the drive happen more than once? Does the company devote land to growing its own produce to donate to the local food shelf?

REPETITION OVER TIME CAN CHANGE CULTURE

As a focus on food insecurity evolves year after year, more employees understand the broader issue and are equipped to carry out the work in their personal lives—becoming an important part of the workplace culture. Once a focus on food insecurity is notably part of the culture it is more likely to continue regardless of leadership, budget or company mission, and can even attract like-minded talent to the organization.

Lessons learned:

- Repetition over time can change culture
- A culture devoted to an issue can attract like-minded talent
- Culture can sustain regardless of leadership, budget or mission change



CREATE SUSTAINABLE CHANGE

WHY IT MATTERS TO YOU AND YOUR BUSINESS

In short, it's the right thing to do.

The alternative is fostering a racist culture and has obvious pitfalls to the overall success of the organization. But if the aspiration truly is to be anti racist, it takes intentionality and action. Otherwise, a lack of action develops a neutral position of "we're not racist" and becomes the status quo. This neutral, or defensive, posture does nothing to dismantle the structural racism that exists within every organization. Self-assessment and course correction shows employees, clients and the community that, though racism can be found in your organization, you are pushing back against it. And that is good for people and for your bottom line.

IT TAKES INTENTIONALITY AND ACTION

VIDEO RESOURCE

What does it mean to be anti-racist?



CREATE SUSTAINABLE CHANGE ACTIONS

Creating sustainable change for any effort requires some of the same main ingredients: education, expectation, and ease. These three “E”s of sustainability work across issues like climate change and food insecurity mentioned above, but below we will look at specific action steps that will help your organization stay on track toward becoming anti-racist for the long-haul.



EDUCATION: ACTION 1

Train: Mandatory and corporate-wide training can be done quarterly or annually to raise awareness around issues concerning history of racism, cultural humility, and becoming anti-racist. It can take many forms that are easy for employees and inexpensive to the organization. Choosing a regular time of year for the training (e.g. second quarter, April) can help employees plan in advance for the time needed to learn. Here are a few ideas:

- LinkedIn Learning, Udemy, Coursera, Skillshare
- Free online tools: search “anti-racist resources”
- Book club
- Guest speaker
- Conferences on racism

Consider: Choose or create an online training that is mandatory for all associates and make additional opportunities optional (e.g. book club, conference).



CREATE SUSTAINABLE CHANGE ACTIONS

✓ EDUCATION: ACTION 2

Test: Mandatory testing closes the loop on training and provides motivation for employees to truly know the information. Results can be shared with just the employee, the manager or in aggregate with leadership of the organization. Here are a few ideas:

- Intercultural Development Inventory (IDI): <https://idiinventory.com/>
- Implicit Bias test: <https://implicit.harvard.edu/implicit/takeatest.html>
- Create your own quiz: <https://www.surveymonkey.com/>

Consider: If you're just getting started with anti-racist training, consider investing in the IDI for leadership in the first year and roll it out through management, and their teams, in subsequent years.

✓ EDUCATION: ACTION 3

Repeat: Regular testing and training allows the organization to track progress and ensure that, as new employees on-board, everyone is progressing in the same direction. Regular anti-racist training also keeps the topic front and center regardless of national crises or news cycles.

Consider: Choosing the same month every year to focus on anti-racist training creates an expectation within your organization and allows departments to plan accordingly. Some choose April to connect with National Diversity Month but choose the month that works best for your company.



CREATE SUSTAINABLE CHANGE ACTIONS

Setting realistic expectations for the work of becoming an anti-racist organization sets the pace for sustainable change. Below are five ways you can set expectations for your organization to achieve success.

✓ EXPECTATION: ACTION 1

Becoming an anti-racist organization may take years of work and culture change. Sketching out 1-year, 3-year, 5-year, and even, 10-year plans help all stakeholders comprehend the task before you.

✓ EXPECTATION: ACTION 2

Becoming anti-racist is more of a journey than a destination. Though anti-racist policies and culture can help sustain change, natural expansions and contractions of the business will require intentional action to stay on the journey. Basic training and policy revision will be necessary and doesn't mean regression in the work.



CREATE SUSTAINABLE CHANGE ACTIONS



EXPECTATION: ACTION 3

Expect that disagreements will temporarily slow the work but not stop the work. Becoming anti-racist is extremely personal and political. Expect that there will be differing opinions on how to move forward as an organization from time to time. However, if someone is adamantly opposed to joining the work of becoming anti-racist, refuses mandatory training or fails to abide by corporate policy, it may become clear that their values no longer align with the organizations, and they should move on to other opportunities.



EXPECTATION: ACTION 4

Expect and understand tradeoffs. With work that has long timelines there is always a desire to pivot away from the plan to attend to more urgent matters. Prioritizing the work of becoming anti-racist requires champions who can keep the work moving forward regardless of priorities with shorter timelines. It might seem like anti-racist work is slowing down other objectives of the organization, but the right type of progress requires hard tradeoffs that are critical to achieving a just and sustainable future.



EXPECTATION: ACTION 5

Expect burnout. In the context of long-term change, self-care is critical for you to sustainably do the work that's needed today, tomorrow and years from now. Without the right mechanisms in place to take care of yourself, you cannot care for others or help lead them toward the goal of becoming anti-racist. Though the need for justice never stops, the people working for it need to stop and rest. Build this time into personal schedules and corporate calendars.



CREATE SUSTAINABLE CHANGE ACTIONS

Goals such as becoming an anti-racist organization or achieving racial equity or justice for all can seem out of reach at times. At best, these objectives can be hard to achieve even when many are in the fight. For that reason alone, many stay on the sidelines and choose not to engage because the work is too hard. Others, who do engage, drop out after a short while from exhaustion or a sense of defeat. To create sustainable change in your organization you must focus the work on tasks and goals that incrementally move the needle. Below are a few ideas to help break down the enormous task and keep people engaged.

✓ EASE: ACTION 1

Listen to your organization. Surveying your organization can help point you in the right direction for the first step. Listening and acting on that feedback can build the trust needed to tackle large objectives down the road.

✓ EASE: ACTION 2

Listen to your clients. Be transparent with your clients about the work you're doing internally and ask what they would like to see done. Take their feedback and act.



CREATE SUSTAINABLE CHANGE ACTIONS

✓ EASE: ACTION 3

Listen to your community. As your organization becomes more anti-racist, you will want to actively contribute to the needs of the community. Rather than discerning those needs and solutions for yourself, ask the community about the greatest need and best solution and act accordingly.

✓ EASE: ACTION 4

Change policies and systems and then let them do the work. Changing policies or systems can be tough, but the return on that investment can last for decades. Example: If your organization is mostly white, consider changing HR policies to encourage diverse hires. The right policy will eventually lead to a diverse workforce that builds the business for years to come.

✓ EASE: ACTION 5

Put learning on autopilot. Focus one or two months per year on anti-racist training opportunities like speakers, conferences, book clubs, online training, and more.



CREATE SUSTAINABLE CHANGE ACTIONS



EASE: ACTION 6

Reward participation. Put your money where your mouth is and reward employees, teams and departments for doing the work. Reward can come in many forms from bonuses, extra PTO, team celebrations and more. Simplify this by requiring annual goals to include one equity-related objective. Managers can then align teams under a similar objective and reward those who follow through.

Creating sustainable change in your organization is aided by continued and regular education, setting realistic expectations, and focusing ways to ease the burden of substantial objectives.



CREATE SUSTAINABLE CHANGE

MORE RESOURCES AND FURTHER READING

1. Intercultural Development Inventory (IDI): idiinventory.com

2. Implicit Bias test:
implicit.harvard.edu/implicit/takeatest.html

3. "How to be an antiracist" by Ibram X. Kendi
www.ibramxkendi.com/how-to-be-an-antiracist

4. "So you want to talk about race" by Ijeoma Oluo
www.ijeomaoluo.com/books

5. "White fragility" by Robin DiAngelo
www.robindiangelo.com/publications/



THE ROAD TO ANTIRACISM CHECKLIST

- Assess and acknowledge your privilege and find ways to use it in daily life to advance equity.
- Continue to educate yourself and learn how to recognize false narratives.
- Listen and allow people to tell their own stories, rather than making assumptions
- Create opportunities within your organization to center the voices of BIPOC associates
- Combat stereotypes and replace them with accurate representation
- Create sustainable change in your organization through continued education, realistic expectations, and focused strategies that ease the burden of substantial objectives.



THE ROAD TO ANTIRACISM

SOURCES

¹Better Allies: Everyday Actions to Create Inclusive, Engaging Workplaces, by Karen Catlin, <https://karencatlin.com/writings/#Book2>

²Reclaiming Native Truth, <https://rnt.firstnations.org/>