



Anti-Racism & Cultural Competence pt. 2
September 23, 2020

“To be an antiracist is a radical choice . . . requiring a radical reorientation of our consciousness.”

– Ibram X. Kendi, How to Be an Antiracist

Introduction

Day 1: Terms, Shared Language, Valuing Diversity

1. Identity, Race, Racism, White Supremacy, Systemic Analysis
2. IDEA Framework : Inclusion, Diversity, Equity, Access
3. Resources: [Inclusive Leadership Deloitte](#), [Race Equity Levers](#), [okun white supremacy culture](#), [Racial identity Development](#), <https://www.dismantlingracism.org/white-supremacy-culture.html>, https://www.racialequitytools.org/resourcefiles/What_is_Internalized_Racism.pdf, https://pdfs.semanticscholar.org/9917/81a2809c5edc4c37d4e46088e2a608868054.pdf?_ga=2.21083259.1173206456.1600861539-151659436.1596299500

Day 2: Self Assessment/Bias work

Appreciative Inquiry : asking the essential questions to get the answers we need!

1. What motivates you to be joining these conversations? How does it align with your Personal Values and for the Vision for Pilgrim Place?
2. Race Equity Analysis & Racial Identity Development Self-assessment

Some reflections:

3. Eliminating racism means disrupting white supremacy culture. What are the dominant narratives in your community and programming? How do they uphold or challenge white supremacy culture?
4. How do I de-center the narratives of white supremacy culture and center the narratives of justice and equity? We have been taught about independence, emancipation, civil rights, but what is the civil/race war of our time? Occupy,



BLM, MeToo. Identify the pushback of each era and what is the pushback and the potential of this time - the new Civil Rights movement of BLM and MeToo?

5. As a white person or as a BIPOC, what does it mean to sit in discomfort? What does it mean to claim agency?
6. Create your CARE plan: Challenge you are working on, Actions you are taking, Results you imagine, Economic and Social Impact
7. What do we want to hear from your community?

Strategies

1. Develop a Shared Vision at Pilgrim Place
2. Inclusive, Adaptive and Authentic Leadership Skill-building
3. Cultural Humility Framework with ongoing professional and cultural climate development
4. Identify the White Supremacy Culture. Name it and disrupt.
5. Develop a power analysis around the vision for Pilgrim Place
6. Be a Catalyst & Steward for Change



Applied Practice
& Accountability

Build the Four Pillars of Integration (IDEA)

INTEGRATION



Inclusion - Make sure the various perspectives, identities, and roles are at the table and part of the decision making process.



Diversity - Reflect and represent the community (products/services, customers, target audiences of programs and products).



Equity - Meet the needs of individuals or communities with the resources that they need to be successful.



Access - Provide pathways to resources: physical, financial, emotional, knowledge, etc. Shift power dynamics.

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RACISM = Power + Privilege + Prejudice

Individual: Increase your knowledge.
Self-assess

Interpersonal: Understand impact of
unconscious bias and cultural bias

Cultural: Historical Proficiency & Current
Norms

Institutional: Identify barriers that leave
lasting impact (Policy & Structure)

**RACE = Social, political and historical
construct to preserve wealth and power for
White**

