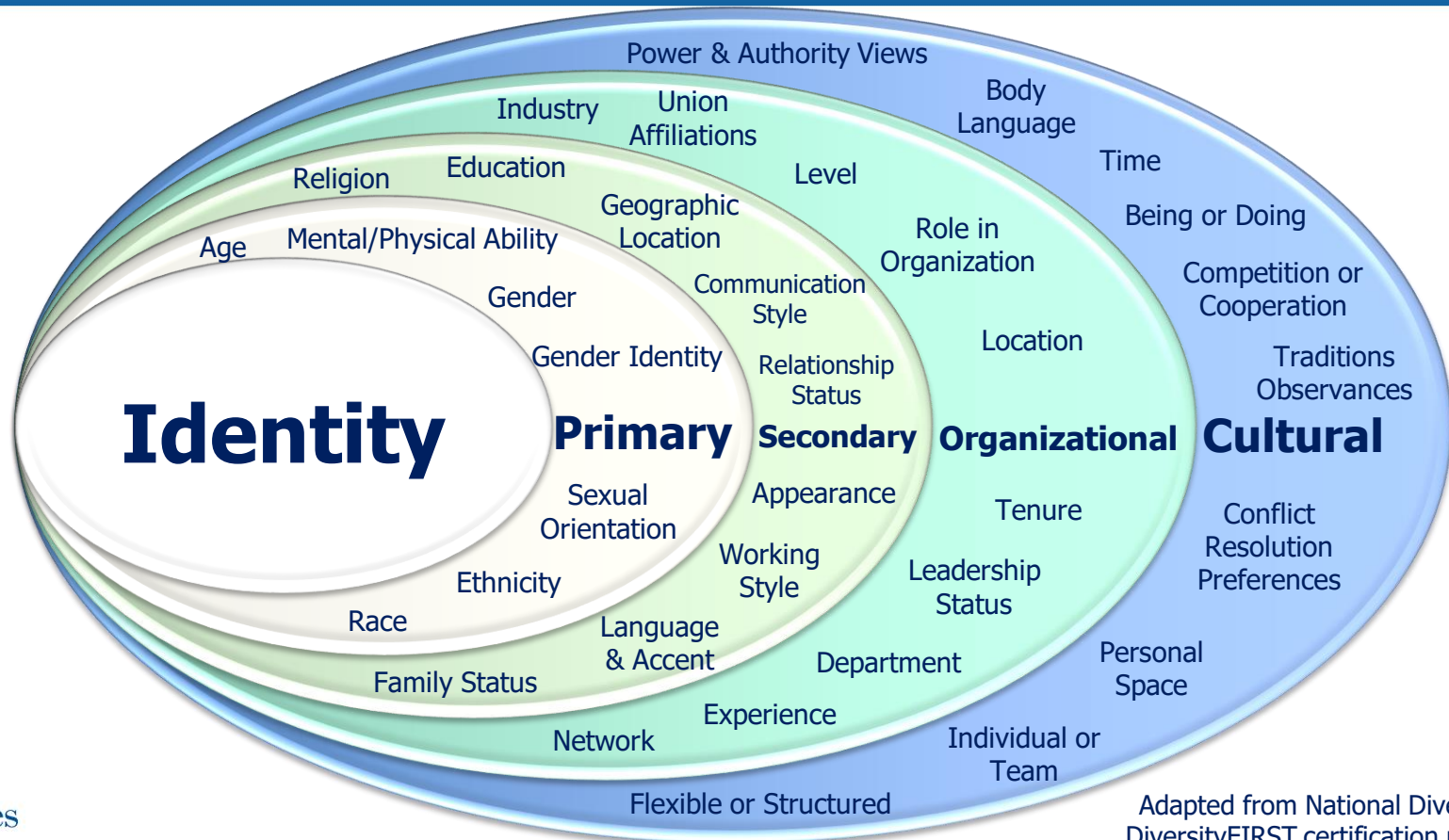


Multiple Dimensions



Uniting Against Racism

I identify how I may unknowingly benefit from racism

I recognize racism is a present & current problem

I deny racism is a problem

I promote & advocate for policies & leaders who are against racism

I seek out questions that make me uncomfortable

I sit with my discomfort

I avoid hard questions

I recognize my own privilege in ignoring racism

I speak out when I see racism in action

Fear Zone

Learning Zone

Growth Zone

I strive to be comfortable

I educate myself about race & structural racism

I educate my peers how racism harms our professions

I am vulnerable about my own biases & knowledge gaps

I don't let mistakes deter me from being better

I talk to others who look & think like me

I listen to others who think & look differently than me

I yield positions of power to those otherwise marginalized

I surround myself with others who think & look differently than me



Equality – Equity – Liberation (Justice)

Hinders

Fixed mindset

Claiming you *understand*

Seeking a “rule book”

Relying on one source

Tolerance vs. inclusion

**Unchecked biases
(implicit/unconscious)**

Helps

Growth mindset

Showing genuine care; empathy

Staying curious

Listening; engage multiple sources

See our differences are our strengths

**Keep learning, even if you’ve been at
this awhile**

EQUALITY

EQUITY

LIBERATION