

ANTI-RACIST LEADERSHIP

COMMITMENT, ACTION & SUSTAINABILITY

STRUCTURES
a SELF-PERPETUATING SYSTEM
PEOPLE

SEE. NAME. REIMAGINE. REDESIGN

IMAGINATION

CHANGE

WHO is SEEN?
WHO is HEARD?
WHAT do WE SEE?
WHAT do WE WANT to SEE?



WE MUST RADICALLY REIMAGINE POWER

WHITENESS
WANTS COMFORT, NOT CHANGE

IF WE DON'T CHANGE WHAT THE SYSTEM is SET UP to ACCOMPLISH WE WILL KEEP GETTING the SAME RESULTS

WHEN WE SEE OPPRESSION ANYWHERE WE HAVE to SPEAK UP. REMEMBER WHO BEARS THE BRUNT of INACTION.

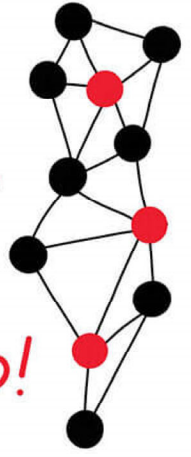
DON'T BE NAIVE ABOUT the NATURE of the SYSTEM
PAINT a HOPEFUL PICTURE WITH THOSE WHO NEED & WANT to COME ALONG.

CHANGE

- POLICIES
- PROCEDURES
- EXPECTATIONS
- SYSTEMS of SANCTIONS & REWARDS
- CULTURE

IT is NOT FUN - OR - COMFORTABLE!

YOU MUST USE YOUR POSITION and POWER to AFFECT CHANGE



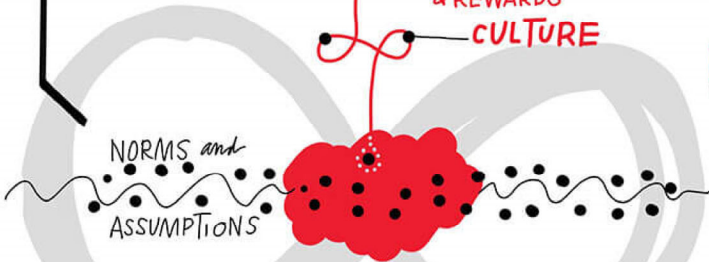
NAME CHALLENGE FUND!

WHAT DOES POWER SHARING LOOK LIKE in an ORGANIZATION?

COMMUNITY-LED
EQUITABLE
ACCESSIBLE
SIGNIFICANT

HOW CAN WE AVOID REPLICATING SYSTEMS of OPPRESSION THAT WE SEE in the WORLD?

- REIMAGINE HOW YOU
- MAKE DECISIONS
 - CONSIDER POSSIBILITY
 - COMMUNICATE
 - BUDGET
 - DEFINE CONCEPTS



HAVE a PLAN for RESISTANCE FROM the BEGINNING