Embracing Equity believes that in order to dismantle systems of oppression, heal collective trauma, and work toward a liberatory future, we must commit ourselves to continued self-development, while consciously cultivating compassionately accountable communities.

**What Is Critical Action?**

Paulo Freire, a Brazilian educator, theorized that the development of a critical consciousness — the ability to recognize, analyze and then take action against unjust systems — is crucial to dismantling oppressive structures. Critical consciousness building includes:

1. **Critical Analysis**: Knowledge about the systems and structures that create and sustain inequity.
2. **Sense of Agency**: Developing a sense of power and capability.
3. **Critical Action**: Committing to take action against oppressive conditions.

Embracing Equity aims to equip participants with the knowledge needed to analyze oppressive systems and an increased sense of personal agency so that they can engage in critical action to disrupt them. We are committed to embodying Freire’s theory of praxis, in which theory and practice are intertwined.
Planning for Accountable Anti-Racist Action

Critical Reflection: Understanding Ourselves

- Deepening our understanding of the critical history of race, racism and whiteness
- Investing in understanding our own intersecting racial and social identities through a lens of context and power
- De-centering whiteness by developing cultural humility
- Committing to an embodied approach to anti-racism

Critical action: Accountable Action in Community

- Engaging with history of white anti-racism and BIPOC-led resistance movements for racial justice
- Building a compassionately accountable, anti-racist community of white co-conspirators
- Participating in accountable critical action and activism in authentic solidarity with People of the Global Majority
Deepening our understanding of the critical history of race, racism and whiteness.

- Engaging with Critical Race Theory and Ethnic Studies scholarship
- Better understanding your family’s history and how it fits into the larger historical narrative of race and racism in this country
- Sharpening your understanding of power analyses through the work of anti-racist scholars

Investing in understanding our own intersecting racial and social identities through a lens of context and power.

- Building awareness of your multiple and intersecting social identities through exercises such as social identity mapping
- Exploring the historical and current ways in which your multiple and intersecting identities are privileged and oppressed
- Interrogating the ways in which you have internalized racial superiority and the myth of white supremacy

De-centering whiteness by developing cultural humility.

- Engaging with art, storytelling, scholarship and media created by and for People of the Global Majority that doesn’t center the white gaze
- Deeply examining and interrogating the ways in which whiteness shows up and is centered in the media and art that you consume -- and consider how this reinforces the centrality and neutrality of whiteness and the white gaze
- Sharpening your understanding of ‘culture’ and how it informs your beliefs, values, expectations, and brain development.

Committing to an embodied approach to anti-racism.

- Developing a deeper level of social-emotional understanding that doesn’t silo anti-racism from other parts of your life
- Engaging in healing and somatic practices that connect you more deeply to your body and build awareness of the ways in which your body has internalized the traumas of systemic oppression (both as the oppressor and the oppressed)
- Resisting the ways in which we are conditioned to distance, bypass, and intellectualize anti-racism work.
- Becoming aware of your white fragility responses and create a plan for managing them when (not if) they arise
Reflection Break: Goal Setting

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<th>The Area of Critical Reflection I Plan to Address</th>
<th>Goal</th>
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Engaging with the history of white anti-racism and BIPOC-led resistance movements for racial justice.

- **Learning about the various roles** in which activists and organizers have strategized movements for racial justice
  - Draw from the history of white anti-racist activism and solidarity AND the history of BIPOC-led liberation movements and cross-racial solidarity movements
- **Taking inventory of your unique identities, skills, and talents** that can be used to contribute to and move forward causes for racial justice. *There’s not one way to be an activist!*
- **Seeking role models** who embody similar identities, talents, and skills that you possess as a guide for your contribution/participation in racial justice movements

Participating in accountable critical action and activism in authentic solidarity with Indigenous, Black, and People of the Global Majority.

- Engaging with established **local and national anti-racism organizations and organizing efforts**. Expand your understanding of what racial justice work can look like (healthcare, housing, criminal justice and incarceration abolition, food systems, education, etc)
- Learning about and authentically participating in **existing efforts from those most impacted and who are leading the work within your community** to dismantle structural and systemic racism
- Regularly and continuously **redistributing your resources, privileges/power, and wealth**
- **Practicing de-centering your comfort** by challenging everyday acts of racism (Ex. *Reach out to HR to question hiring policies, recommending BIPOC for opportunities you are afforded due to access + cultural capital, interrupt racist incidents as they occur* )

Building a compassionately accountable, anti-racist community of white co-conspirators.

- **Healing your own internalized guilt and shame about whiteness** so that you can more effectively humanize, learn from, and work alongside other white people for racial justice
- **Seek out other white folx with more highly developed anti-racist analyses** than your own to learn from/with and **who will love you enough to hold you accountable**
- **Leveraging the relationships that you have with white folx** in your family and community to move forward anti-racism work through day-to-day interactions
- **Break white silence and white solidarity** at every chance possible!
  - Call out coded language
  - Interrupt racialized harm in the moment
  - Put your body on the line when necessary
### Reflection Break: Goal Setting

**THE AREA OF CRITICAL REFLECTION I PLAN TO ADDRESS**

**GOAL**

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**How do I plan to measure and reflect on my progress? What does success look like when I meet this goal?**