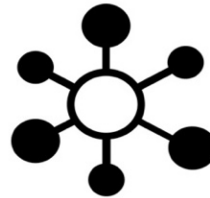


Anti-Black Racism Plan

Ways of Working

CREATE CIRCLES, NOT LINES

Create less hierarchy and more dialogue, inclusion, and empowerment.



CHOOSE CRITICAL CONNECTIONS OVER CRITICAL MASS

Quality over quantity. Focus on creating critical and authentic relationships to support mutual adaptation and evolution over time



MOVE AT THE SPEED OF TRUST

Grow trust and move together with fluidity at whatever speed is necessary.

BE HUMBLE LEARNERS WHO PRACTICE DEEP LISTENING

Listen deeply and approach the work with an attitude towards learning, without assumptions and predetermined solutions. Take criticism without dispute



PLAN WITH, DESIGN WITH

Walk with people as they imagine and realize their own futures. Be connectors, conveners, and collaborators.

CENTER LIVED EXPERIENCE

Lived experience is an important expertise; center it so it can be a guide and touchstone of all work.



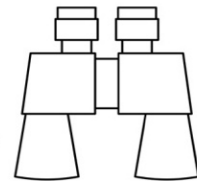
CELEBRATE, CATALYZE, & AMPLIFY BLACK JOY

Black joy is a radical act. Give due space to joy, laughter, humor, and gratitude.



SEEK PEOPLE AT THE MARGINS

Acknowledge the structures that create, maintain and uphold inequity. Learn and practice new ways of intentionally making space for marginalized voices, stories, and bodies



RECKON WITH THE PAST TO BUILD THE FUTURE

Meaningfully acknowledge the histories, injustice, innovations, and victories of spaces and places before new work begins. Reckon with the past as a means of healing, building trust, and deepening understanding.

