

## Session 4 Pre-Work: Individual Action Planning



The GROW model gives us a framework to process how we are individually empowered to make changes towards growing racial equity in our lives and organizations. Each portion of the model will be addressed with an activity to be completed before Session 4, where we will have an opportunity to discuss our experience with these exercises and move towards dismantling racist systems within this organization.

## Goal- what do you want to achieve?

1. **Read** and educate yourself on the effects, impacts, and other structures of racism within your racial identity.
2. **Reflect** on what this education means for you as someone working to create change for racial justice.
3. **Remember** how you might be participating in thoughts, beliefs, and actions that uphold racism. Identify negative beliefs you have internalized about your own race. Think about how you are complicit with racism when racist events are happening- what are ways you don't speak up for yourself and others?
4. Take **risks** to challenge racism or when you see it or realize when you are participating in it.
5. **Responsibility** to point out injustices when you witness them, admit fault when you perpetrate them, and manage your emotions. Use your emotions to provide the energy to challenge racism and hold yourself and others accountable for racism. When you make a mistake, it is your responsibility to own and manage your feelings and admit that you have caused harm.
6. Engage in **relationship building** with people of all genders, sexual orientations, and races as you work as an agent of change for inclusion.
7. **Restore** means you understand that being an antiracist requires ongoing work and sustainability, so find ways to rest when you need to, restore your energy, and nourish yourself in reflection before diving into the work again ([adapted from Anna Borges](#)). Shydeia Caldwell founder of Black Girl Magik said in an April 2020 interview: "The term self-care for me means radical liberation through the act of caring for your well-being. I believe self-care is more than a concept, because it takes more than mental ideation—it also takes action, practice and sometimes even creative imagination." This reflects Audre Lorde's own thoughts on restoration, as she wrote in her 1988 work *A Burst of Light* "Caring for myself is not self-indulgence, it is self-preservation and that is an act of political warfare." ([adapted from Sydney Gore](#))
  - a. The National Museum on African American History and Culture also has [some thoughts and examples](#) of the practice of self-care in the context of racial justice work.

Adapted from the Racial Healing Handbook (Singh 2019)

## Reality- describe the current situation

Explore how Okun's six components might fit together to help you develop a more realized antiracist identity. Write about where you think you are for each component—*what your strengths might be* and *where you might need to grow*.

1. Educate yourself on the effects, impacts, and other structures of racism.

My strengths:

Areas needing growth:

2. Reflect on what this education means for you as someone developing an antiracist identity.

My strengths:

Areas needing growth:

3. Remember how you participate in the thoughts, beliefs, and actions that internalize and uphold racism.

My strengths:

Areas needing growth:

4. Take risks to challenge racism when you see it or realize when you are participating in it.

My strengths:

Areas needing growth:

5. Rejection is part of being an antiracist. If you are a person of color, you are comfortable with your anger, which helps establish and strengthen the boundaries you have against racism.

My strengths:

Areas needing growth:

6. Relationship building is part of what you do along the way—with White folks and people of color who are somewhere on their journey from nonracist to antiracist.

My strengths:

Areas needing growth:

*Adapted from the Racial Healing Handbook (2019)*

### **Options- what are your options?**

Below is a list of the competencies we have already discussed in the past 3 sessions of the dialogue in addition to a few resource lists to help you go deeper on your own and provide you with the ability to continue this learning that does not end when the dialogues do.

- [Active listening](#)
- [Call-in vs call-out culture](#)
- [YW Boston's 2020 reading list](#)
- [Guilt vs Shame framework](#)
- [4 I's of oppression](#)
- [Affinity Groups](#)

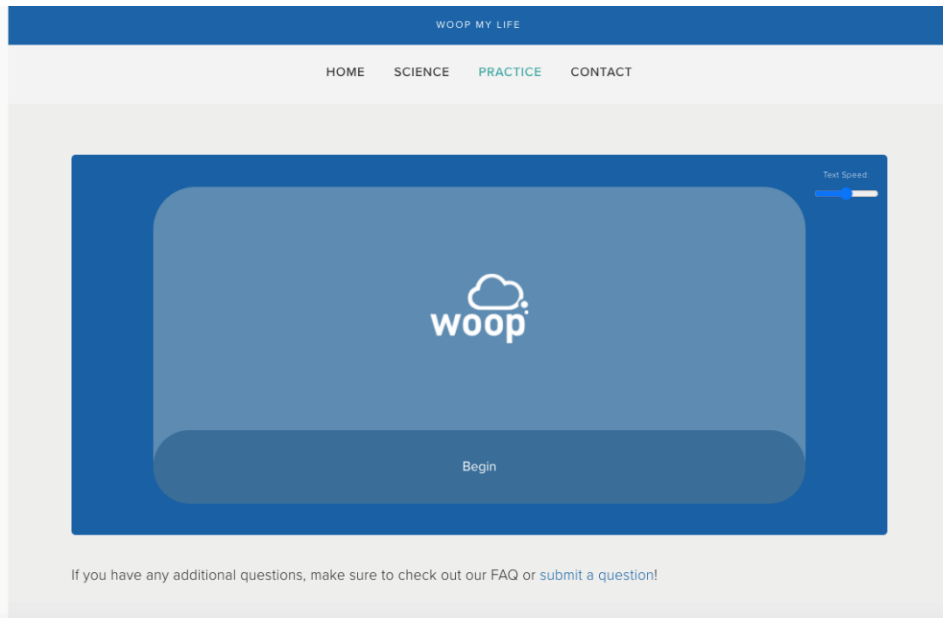
### **Will- what action will you take?**

The WOOP framework for behavior change

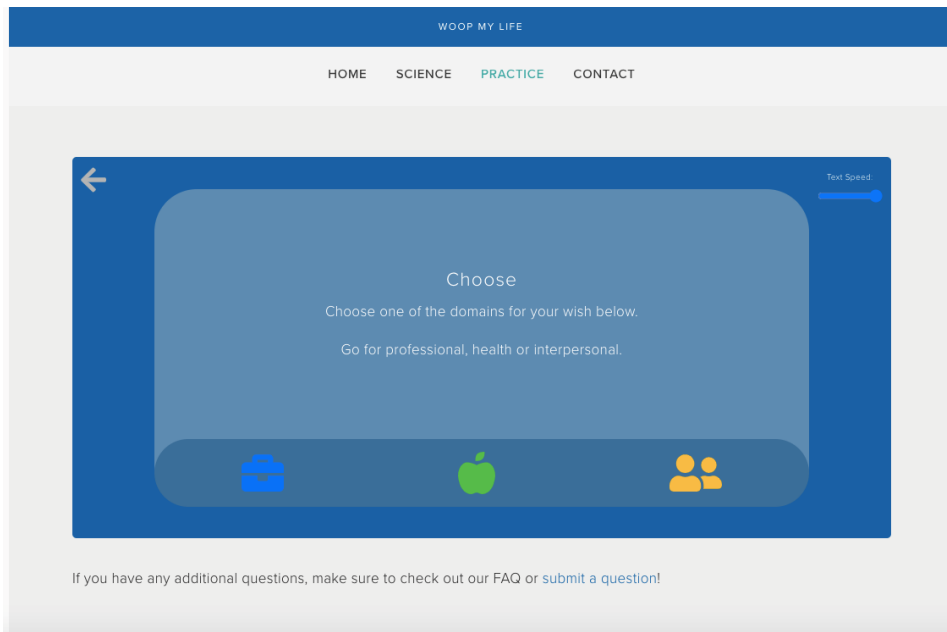
- Wish
- Outcome
- Obstacle

- Plan

Use [WOOP's online tool](#) and the questions you just answered above to select one action you can take in your workplace or life to daily modify your own behavior.



Above is the page that will walk you through the steps of creating your WOOP statement that will serve as your personal action plan.



You will be asked to choose a domain for your action plan. All of the domains would be a good choice, we have provided definitions of these domains with a racial equity lens:

- Professional could include DEI goals for you or your organization
- Health could include racial healing practices you would like to implement for yourself

- Interpersonal could include personal DEI goals like education or advocacy or support of colleagues

You will also be asked to select a time frame you would like to achieve your goal in. Please choose any option longer than a day, and keep in mind that racial equity is a life-long commitment, though our personal action plans and goals may evolve throughout the work.

Remember to use a racial equity lens when doing this activity. “Using a racial equity lens means paying disciplined attention to race and ethnicity while analyzing problems, looking for solutions, and defining success” (Grantcraft). Your if-then plan at the end of the WOOP session that will be your personal action plan. Write it below and have it available for Session 4.

**My if-then statement:**