

VALUES & DISPARITIES

YOUR THOUGHTS

In this engagement, we'll be working through two themes:

- 1) Identifying the values that drive outcomes regarding race and justice and,
- 2) Addressing discrepancies between the values you espouse and the values you see in outcomes.

Here, we hope to offer some space for you to consider your own responses to the concepts we will cover. We invite you to use this worksheet to note questions, reactions, and next steps as they may be helpful for you.

VALUES: ESPOUSED AND OPERATIONAL

What are your organization's most important values when it comes to racial equity?	
What equity-related outcomes are you observing?	
How are Black and Indigenous people represented in leadership and sought-after positions?	
What does your organization's allocation of time and resources toward equity goals illustrate about the organization's values?	
How would you describe the "bottom line" of your organization priorities?	

ANTIRACISM ACTIVITIES

<p>In your organization, who's perspectives are most often the focus? Is it those who are experiencing disparities or those who are apparently responsible for those disparities?</p>	
<p>Whose experience should be centered to define the problem and vet solutions?</p>	
<p>What understanding is missing when we just review data? How might the stories behind the data impact understanding.</p>	
<p>What changes need to be made to identify, protect, support and lift up those voices of experience?</p>	