

## For White Leaders Who Care About Racial Equity

*I am learning to do the following. What would you add?*

1. **Do my own work.** Learn about the impact of whiteness historically and currently in my field (organizational development), my sector (nonprofit), my state (Oregon), and my country (USA).
2. Continue to **build relationships** across racial differences. Diversity starts at home.
3. **Manage my own reactivity and defensiveness** in conversations about race. Be okay with being uncomfortable and making mistakes, and be sure to clean up my mistakes.
4. **Recognize the part I have played** in maintaining the status quo in the organizations I am involved in or have I've been involved in.
5. **Speak up and “make the case”** to work for racial equity with those who see it something less than a critical issue for humanity.
6. **Stay open to learning about racism.** Be willing to take direction from, and be corrected by, those who have experienced racism.
7. **Have a sense of urgency combined with patience:** It takes time and space to advance racial equity – and the work is ongoing.
8. **Use my power** to build more equitable policies and systems, not just to address individual attitudes and behaviors; be willing to share power and make space for other leaders.
9. Accept that **everyone doesn't need to work together on every step** of the racial equity journey (At times, white people and people of color need to work on their own).
10. **Appreciate the “raggedyness” of the journey** to become more inclusive and equitable – perfection is not necessary (or possible).

—Paula Manley