

Racial Equity Planning Worksheet

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This tool is designed to be used as a worksheet and completed by individuals or teams working together on building racial equity in a particular area of work (e.g., a program, event or other initiative). It doesn't need to be complete in order to support meaningful discussions and action planning, and you may choose to select other racial equity concepts beyond the sample ones listed here. The racial equity concepts are derived from a full list of terms included in the Equity in the Center "Awake to Woke to Work: Building a Race Equity Culture" publication. <https://equityinthecenter.org/aww/>

Racial Equity Concept/Term*	How might this concept show up in [EVENT/ACTIVITY]?	What goals do we have for equity in this area?	What steps might we take to support progress/success?
Diversity: Psychological, physical, and social differences that occur among any, and all, individuals; including but not limited to race, ethnicity, nationality, religion, socioeconomic status, education, marital status, language, age, gender, sexual orientation, mental or physical ability, and learning styles.			
Microaggression: The everyday verbal, nonverbal, and environmental slights, snubs, or insults, whether intentional or unintentional, which communicate hostile, derogatory, or negative messages to target persons based solely upon their marginalized group membership.			
Inclusion: The act of creating environments in which any individual or group can be and feel welcomed, respected, supported, and valued to fully participate and bring their full, authentic selves to work. An inclusive and welcoming climate embraces differences and offers respect in the words/actions/thoughts of all people.			
Race Equity Culture: A culture focused on proactive counteraction of social and race inequities inside and outside of an organization.			
Dominant Culture: The established language, religion, values, rituals, and social customs on which the society was built. An organization's dominant culture is heavily influenced by the leadership and management standards and preferences of those at the top of the hierarchy. Here, dominant culture refers specifically to the American context in which organizational culture is predominantly defined by white men and white women in positional power.			
White Supremacy Culture: Characteristics of white supremacy that manifest in organizational culture and are used as norms and standards without being proactively named or chosen by the full group. The characteristics are damaging to both people of color and white people in that they elevate the values, preferences, and experiences of one racial group above all others. Organizations that are led by people of color or have a majority of people of color can also demonstrate characteristics of white supremacy culture.			



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