

Change Starts With The Self

Draw Upon The Assets Of Diverse People and Groups

I build upon the assets of my own ethnic group and value the strengths and resources of people from other backgrounds. (Note: Assets here do not refer to money and buildings. An asset is a valuable resource that has utility to a group or community. Human assets are knowledge, abilities, as well as personal and group experiences. The assets of a particular ethnic group may include its languages, cultural traditions, spiritual beliefs and practices, community values, historical experiences, etc.)

Circle the Qualifier (**e.g. Never, Sometimes, Usually, Always**) that best reflects your practice with regard to the Statement or Indicator.

I learn about the strengths and values of my own ethnic and cultural heritage group.

Never Sometimes Usually Always

I get to know the different groups that live in the communities where I work and live. I learn about their cultures, traditions, languages, spiritual beliefs and histories – including how they came to live in this community, their challenges and successes and their experience interacting with other groups.

Never Sometimes Usually Always

I recognize that cultural and linguistic assets can't always be quantified or given a monetary value and look for ways to identify and convey their worth.

Never Sometimes Usually Always

I am careful about how I draw upon the assets of other groups. I create space for others to educate and inform me if they feel that the cultural or spiritual assets of their group are being exploited or used inappropriately.

Never Sometimes Usually Always

SPECIFIC EXAMPLES On the back or at the bottom of this page:

List a few ways how you learn to respect the values of different people, when their racial, cultural or class backgrounds aren't the same as yours. What about when they are different from those of the country's dominant culture?

Build Personal Relationships and Trust

I nurture trust and personal connections across boundaries of race, language, culture and class.

Circle the Qualifier (**e.g. Never, Sometimes, Usually, Always**) that best reflects your practice with regard to the Statement or Indicator.

I promote the use of activities that help people to build personal connections and develop a deeper understanding of each other's values and perspectives.

Never Sometimes Usually Always

I help to create opportunities for people from different backgrounds to work together on shared projects.

Never Sometimes Usually Always

I work on being a good ally by taking the time to learn and support the interests and needs of people from other ethnic backgrounds.

Never Sometimes Usually Always

SPECIFIC EXAMPLES On the back or the bottom of this page:

How do you get to know people you work with from different ethnic and cultural groups? What about those from different class backgrounds?

Develop And Promote the Power Of Cross-Cultural Leadership

I value the knowledge and skills of people who understand and draw upon their own group history, culture and language and are able to work effectively and respectfully with other groups.

Circle the Qualifier (**e.g. Never, Sometimes, Usually, Always**) that best reflects your practice with regard to the Statement or Indicator.

I take time to understand and appreciate different cultural styles and approaches to leadership.

Never Sometimes Usually Always

I identify and bring together allies from different backgrounds, especially people who act as bridge-builders, and bring people together across racial, linguistic, cultural, class and professional lines.

Never Sometimes Usually Always

I identify alternative sources of power that poor communities and communities of color can use to influence the establishment. I understand that identifying such strengths is essential to community change.

Never Sometimes Usually Always

I support community institutions that encourage youth to assume leadership and involve them in programs that nurture a sense of identity, foster appreciation of differences and promote a commitment to the community as a whole.

Never Sometimes Usually Always

SPECIFIC EXAMPLES On the back or the bottom of this page:

Describe something you've done, perhaps a project where you helped create opportunities for members of different backgrounds, including youth, to take on leadership responsibilities.

Recognize Multiple Realities & Identify Common Ground

I work to develop a deeper understanding of the different value systems, perspectives, ways of doing things and challenges that exist for the various groups within a community. At the same time, I foster opportunities for people to identify common values, goals and needs across differences in race, language, culture and class.

Circle the Qualifier (e.g. **Never, Sometimes, Usually, Always**) that best reflects your practice with regard to the Statement or Indicator.

I understand that what I say and do does not have the same meaning for everyone. I recognize that the way a person experiences and interprets a situation is shaped by her or his own racial, cultural, linguistic and class background.

Never Sometimes Usually Always

I help to create opportunities for people to discuss issues both within ethnic specific groups, as well as across ethnic groups to identify common ideas and concerns.

Never Sometimes Usually Always

When I participate in a meeting or gathering, I learn about the different perspectives held by participants. I use this understanding to help create a safe space where people can discuss both differences and commonalities.

Never Sometimes Usually Always

I work to make sure that all the people involved in this effort have the same information about our work together so that we all operate from a shared understanding.

Never Sometimes Usually Always

As much as possible, when I work in diverse groups, I help people figure out how they can agree to disagree and still move forward on collective action. When disagreements emerge, I work to ensure the resolution of these issues account for the various perspectives and real interests of all members of the group.

Never Sometimes Usually Always

SPECIFIC EXAMPLES On the back or the bottom of this page:

What are some ways you've seen that "safe space" can be created for people from different backgrounds?

Promote Community Self-Determination

I support the right of people to be involved in deciding what happens in their own communities, whether those communities are defined by geography or collective interest.

Circle the Qualifier (**e.g. Never, Sometimes, Usually, Always**) that best reflects your practice with regard to the Statement or Indicator.

I help people understand that an individual (including myself) cannot speak for other people simply because she or he shares their background in terms of race, language, gender, place of residency, etc.

Never Sometimes Usually Always

I work to ensure that community members have and exercise the power to initiate new ideas, programs or policies.

Never Sometimes Usually Always

I work to ensure that community members have and exercise the power to oppose or change actions, policies or programs.

Never Sometimes Usually Always

I initiate contact with different segments of the community in order to ensure that more than the usual activists are at the table when important decisions are being made and future leadership or programs are being decided upon.

Never Sometimes Usually Always

SPECIFIC EXAMPLES On the back or the bottom of this page:

How do you work to make sure that people who have not had the past experience in decision-making roles have chances to learn the necessary skills to be in leadership positions?

Fight Exclusion

I work to ensure that racism, sexism, language bias, class biases, or other forms of domination/marginalization do not create barriers for full participation.

Circle the Qualifier (e.g. **Never, Sometimes, Usually, Always**) that best reflects your practice with regard to the Statement or Indicator.

I use the power and access to resources I may possess to open doors for people who are typically overlooked or not involved in decision-making processes.

Never Sometimes Usually Always

I point out when discrimination and narrow views of what is leadership may be preventing low-income people and people of color or youth from being able to assume leadership positions.

Never Sometimes Usually Always

I work to make sure that meetings are held at times and in locations that are easily accessible to all participants and I am careful to see that outreach goes beyond the "select" or "easy to involve" groups of people.

Never Sometimes Usually Always

I work to make sure meeting (including materials that are shared) are conducted in languages that are spoke by the participants; and in the formats that they are most comfortable with.

Never Sometimes Usually Always

SPECIFIC EXAMPLES On the back or the bottom of this page:

How well do you work to make sure meetings are conducted in the languages spoken by the majority of participants and conducted in a culturally sensitive way?

Stand Up Against Bias

I strategically address individual behaviors, institutional practices and public policies that result in an unequal distribution of goods, services and power.

Circle the Qualifier (e.g. **Never, Sometimes, Usually, Always**) that best reflects your practice with regard to the Statement or Indicator.

I help people understand that addressing individual and institutional biases is fundamental to improving the well being of our organizations, institutions, and the communities and constituencies they are charged with serving and engaging.

Never Sometimes Usually Always

I say (or do) something when I see someone discriminating.

Never Sometimes Usually Always

I say (or do) something when I think an institutional policy or practice is biased.

Never Sometimes Usually Always

I invest resources and time in figuring out what are the most effective and strategic ways to stand up against racism and oppression.

Never Sometimes Usually Always

SPECIFIC EXAMPLES On the back or the bottom of this page:

Do you help people understand that looking at individual and group biases is important to improving inter-group relations on all levels (e.g. schools, on the job, and in the community)?

Support On-Going Personal Growth Around Diversity and Equity

On a regular basis I deepen my understanding of race, language, culture, class, and equity and increase my capacity to work with people of diverse backgrounds.

Circle the Qualifier (**e.g. Never, Sometimes, Usually, Always**) that best reflects your practice with regard to the Statement or Indicator.

I consistently work on deepening my knowledge of my own group's history, culture, racial experiences and language.

Never Sometimes Usually Always

I study and get to know the history, culture, racialized experiences, and languages of other ethnic groups.

Never Sometimes Usually Always

I push myself and others to examine how we may be privileged or have an unearned advantage because of our background or physical appearances. We explore how these advantages have shaped the way we view the world and how we can use our power and resources to overcome forms of oppression.

Never Sometimes Usually Always

I give myself and others the space to make mistakes and learn from them as we engage in joint efforts to address inclusion and equity issues in diverse settings.

Never Sometimes Usually Always

I have people whom I can turn to for support in deepening my thinking and practice in addressing issues of equity and diversity. These people may be from similar or very different backgrounds and they give me space to make mistakes as well as learn from them.

Never Sometimes Usually Always

SPECIFIC EXAMPLES On the back or the bottom of this page:

Do you create opportunities for yourself and others to reflect on how we all have similarities and differences in being oppressed? What are some methods you've found that are useful for getting people to share strategies they have used to fight back and overcome?

Take Stock

I hold myself accountable to improving the well-being of my community and regularly assess how effectively I am addressing issues of equity and diversity.

Circle the Qualifier (e.g. **Never, Sometimes, Usually, Always**) that best reflects your practice with regard to the Statement or Indicator.

I regularly reflect on my diversity, inclusion, and equity practices. In this reflection I consider how my own biases might negatively impact my interactions with others.

Never Sometimes Usually Always

I ask others in my community or workplace to give me feedback on my own practices and perceived biases.

Never Sometimes Usually Always

I use data broken down by race, income, language background, gender, geography, etc. to analyze inequities and develop strategies for dealing with them.

Never Sometimes Usually Always

I regularly think about how I might take a more active role in addressing institutional biases and discriminatory practices in my work.

Never Sometimes Usually Always

I include goals related to issues of equity and social justice in my personal work plan and regularly examine whether those goals have been met.

Never Sometimes Usually Always

SPECIFIC EXAMPLES On the back or the bottom of this page:

How have you recognized and dealt with some of your own biases? Do you feel that these biases may have had a negative impact in your inter-actions with people from different racial or cultural groups?