



Self to Systems: Leading for Race Equity Impact





Join our free workshop series



Leading Self: Exploring Identity

October 6 at 1pm ET

Leading Organizations: Aligning Values

November 10 at 12pm ET

Leading People: Centering Relationships

October 20 at 1pm ET

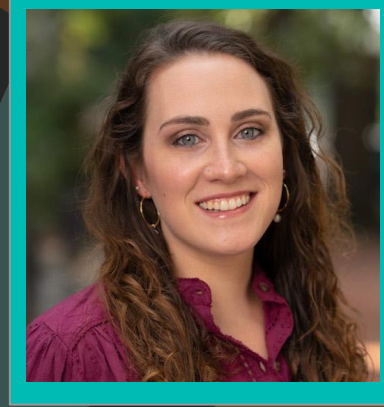
Leading Systems: Collective Reimagining

December 8 at 11am ET

ProInspire Facilitators



Monisha Kapila
(she/her/hers)
Founder and Co-CEO



Kate Loving
(she/her/hers)
Project Manager



Mission Statement:

“We activate leaders at all levels to accelerate equity at individual, organizational, and systems levels.”



Vision Statement:

“We envision an equitable and just society: free of systemic oppression where all people thrive.”



Focus Population:

BIPOC leaders at all levels in the social sector

Session Objectives



1

Review the ProInspire **Leadership Model for Race Equity Impact**, with a focus on Leading Self



2

Discuss approaches to **Explore Identity** using the Identity Wheel



3

Explore habits, rituals, and routines to maintain **well-being**

Community Agreements

1. Be a learner, engage with bravery and curiosity
2. Take space, make space
3. Listen, listen, listen and process
4. Speak from the “I”
5. Acknowledge and attend to impact



Introducing the...

Leadership Model for Race Equity Impact

Why this Leadership model

The Leadership Model encourages the adoption of practices (mindsets, skills and behaviors) that further racial equity within social sector organizations and social impact work.



Windows of Leadership and Core Commitments

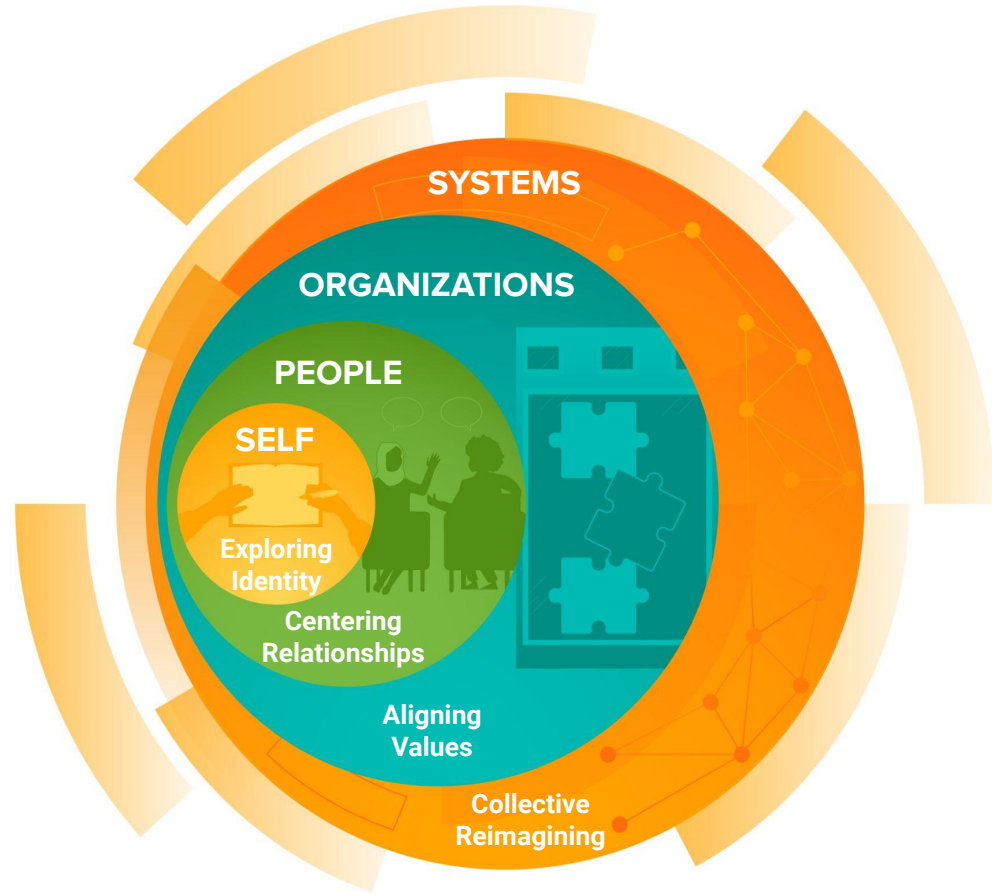
Windows of Leadership:

The levels at which leaders can operate and create impact

Accompanying each Window is a **Core Commitment**

Core Commitments:

The way of being leaders commit to when working at each level



Introducing The 3-As

The Areas of Advancing Racial Equity Framework (the “3-As”) is the structure for categorizing the practices under each of the core commitments.

Active Learning and Unlearning:

In these practices, leaders **disrupt beliefs and mental models around hierarchies of human worth**, in particular internalized superiority or inferiority

Intentional Action:

In these practices, leaders **address individual behaviors** and shift organizational policies, practices, and norms from ones that contribute to bias and exclusion to ones that **cultivate belonging**

Processes for Accountability:

In these practices, leaders and organizations **maintain their commitment** to advancing racial equity by developing ongoing processes to **understand impact and evaluate outcomes** often by gathering feedback from those who are **directly impacted** by the work

Corresponding Practices

Leadership Practices are the **mindsets, skills, and behaviors** – that individuals adopt in their leadership to accelerate racial equity

All leaders can adopt these practices, there isn't one right way – **how you embody the practices will vary based on who you are** – including your identities, lived experiences, and current sociocultural context.

We need to shift from **white dominant norms** to **behaviors that advance equity and justice**

Individualism,
perfectionism, objectivity



Exploring how your identity
impacts yourself & others

I'm the only one, fear of
conflict, right to comfort



Centering impact and
building relationships

Power hoarding, sense of
urgency, progress is more



Aligning stated values,
policies, mission statements

Competition, individualism,
either/or thinking



Collective decision making
by those most impacted

The **Self** Window: Exploring Identity

In the leadership of **Self** — we can disrupt internalized racism and internalized racial superiority by compassionately **working to raise self-awareness and cultivate inner well-being.**

“Our ongoing examination of who we are in our full humanity, embracing all of our identities, creates the possibility of building alliances that may ultimately free us all.”

- Dr. Beverly Daniel Tatum

Exploring Identity at **the 3-As**

Active Learning and Unlearning

Disrupt internalized racism and internalized racial superiority



Deeper understanding about your identities and the need for healing

Intentional Action

Move away from perfectionism and acting on biases



Practice curiosity and building self-care practices

Processes for Accountability

Stop learning in isolation and remaining stuck



Create spaces to share identity learnings and form accountability partnerships

Exploring Identity Practices at **the 3-As**

Active Learning and Unlearning Practices

- Understanding your history
- Noticing and naming discomfort
- **Recognizing that identities shape experiences and biases**
- Prioritizing well-being
- Acknowledging intersectionality
- **Connecting healing to identity exploration**

Intentional Action Practices

- **Disrupting biases**
- **Demonstrating curiosity**
- Cultivating inner well-being
- **Developing emotional awareness**
- Practicing vulnerability
- Checking in with yourself
- Developing self-care practices

Processes for Accountability Practices

- **Incorporating self-reflection**
- Defining feedback structures
- Assessing how you mitigate biases
- **Sharing identity learnings**
- Creating space and accountability for self-care

Exploring Identity Practices at **the 3-As**

Active Learning and Unlearning Practices

Learned about the impact my intersecting identities had on my actions and how others treated me

Intentional Action Practices

Moving beyond guilt to action

Processes for Accountability Practices

Joining White anti-racist affinity group focused on sharing learnings

Exploring Identity Wheel

(See Worksheet)

Modified by ProInspire from Nicole Clark Consulting and University of Michigan College of LSA Inclusive Teaching Institute

Step 1: Using the space below draw a circle with 8 equal slices.

Step 2: Review the social identity categories and write in the aspects of your identity that resonated most with you.

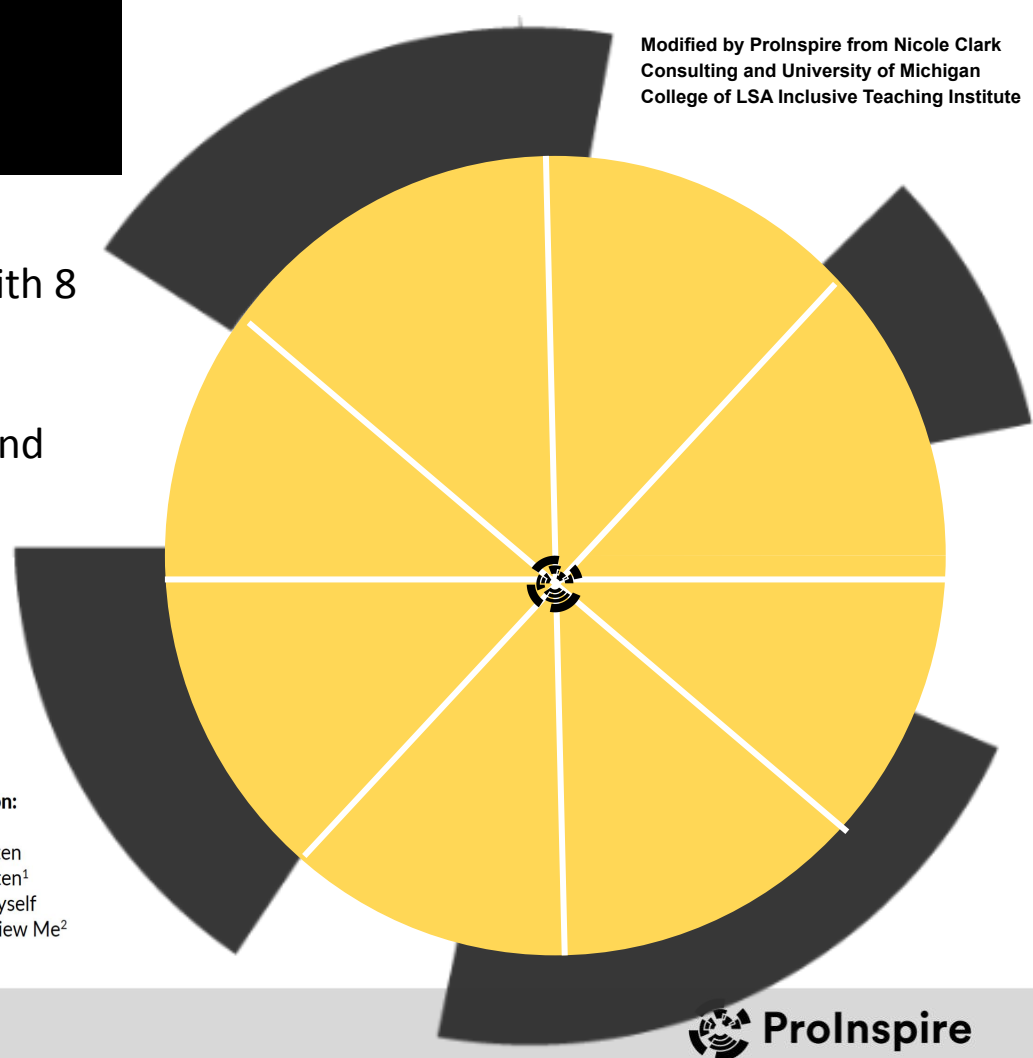
Step 3: Add symbols to answer the 4 questions

Add symbols to answer 4 questions:

- Which identities do I think about the most often?
- Which do I think about least often?
- Which identities most impact how I view myself?
- Which do I think have the biggest impact on how others view me?

Symbols For Reflection:

- ★ Think About Most Often
- ▲ Think About Least Often¹
- ♥ Impact How I View Myself
- Impact How Others View Me²



Identity Categories: Which do you think about?

Race/Ethnicity	Nationality	Ethnicity	Immigration Status
Age	Weight	Class	Religion/ Spirituality
(Dis)ability	Gender Gender Identity	Sexual Orientation	Something else

Monisha's Identity Wheel

Modified by ProInspire from Nicole Clark Consulting and University of Michigan College of LSA Inclusive Teaching Institute

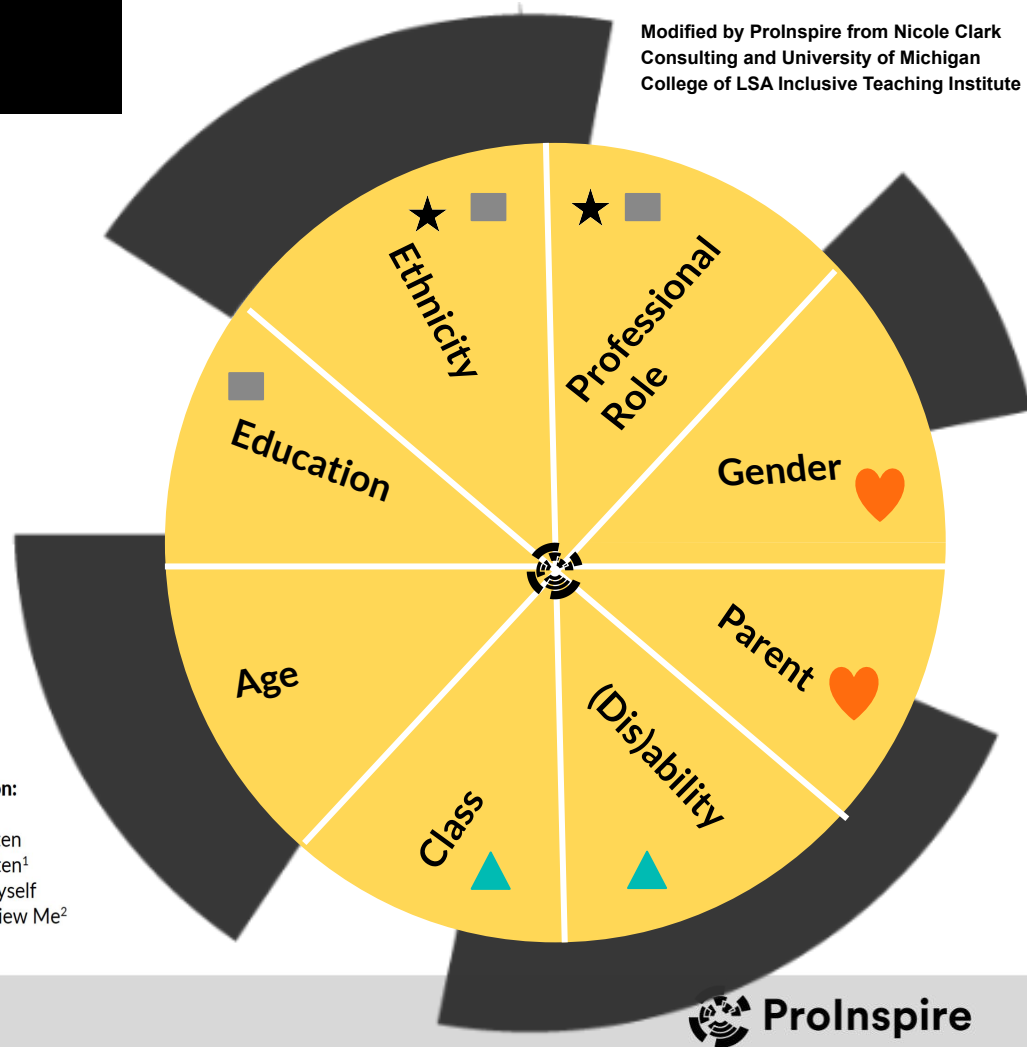


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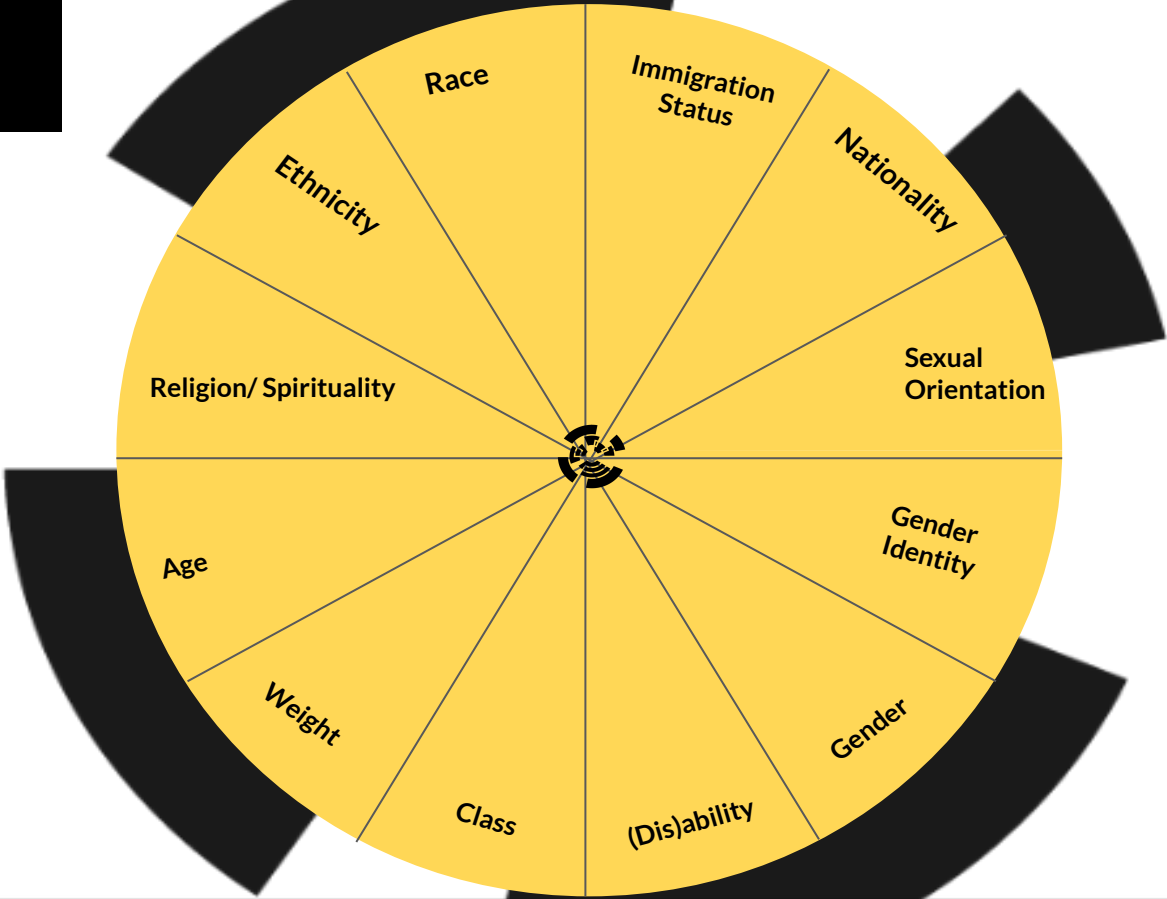
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Symbols For Reflection:

- ★ Think About Most Often
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Complete your Identity Wheel



Social Identities and Power

Dominant Group: people who belong to the group with more power, by virtue of their identity

May or may not be the majority - e.g. under Apartheid in South Africa, whites were Dominant Group by access to power but not by population.

Non-Dominant Group: people who belong to the group(s) with less power, by virtue of their identity

May be greater/lesser power for sub-groups within Non-Dominant Group

These relationships are **socially-constructed, socially-reinforced** through structures, systems, policies - they are **not based in any inherent difference**

Social Identities and Privilege

Dominant Identity → Privileged

- > Considered 'normal' - the world is organized to benefit, suit their needs
- > Have unearned advantages and opportunities merely because of identity - 'just the way things are'
- > Often unconscious of privilege, how it is structured into norms and institutions and do not think of themselves as oppressors of Non-Dominant Group

Non-Dominant Identities → Marginalized

- > Considered 'different' or 'somehow less than' – may feel or be invisible
- > Extremely conscious of lack of privilege and the structures, norms, and institutions that are not available
- > Need to know the language, norms, and everyday reality of Dominant Group in order to survive

Practices to Support Maintaining Wellness

Silence

Meditation

Spacious Schedules

Art

Movement



Journaling

Spiritual practice

Nature

Music

Pausing

Breathing

Communication

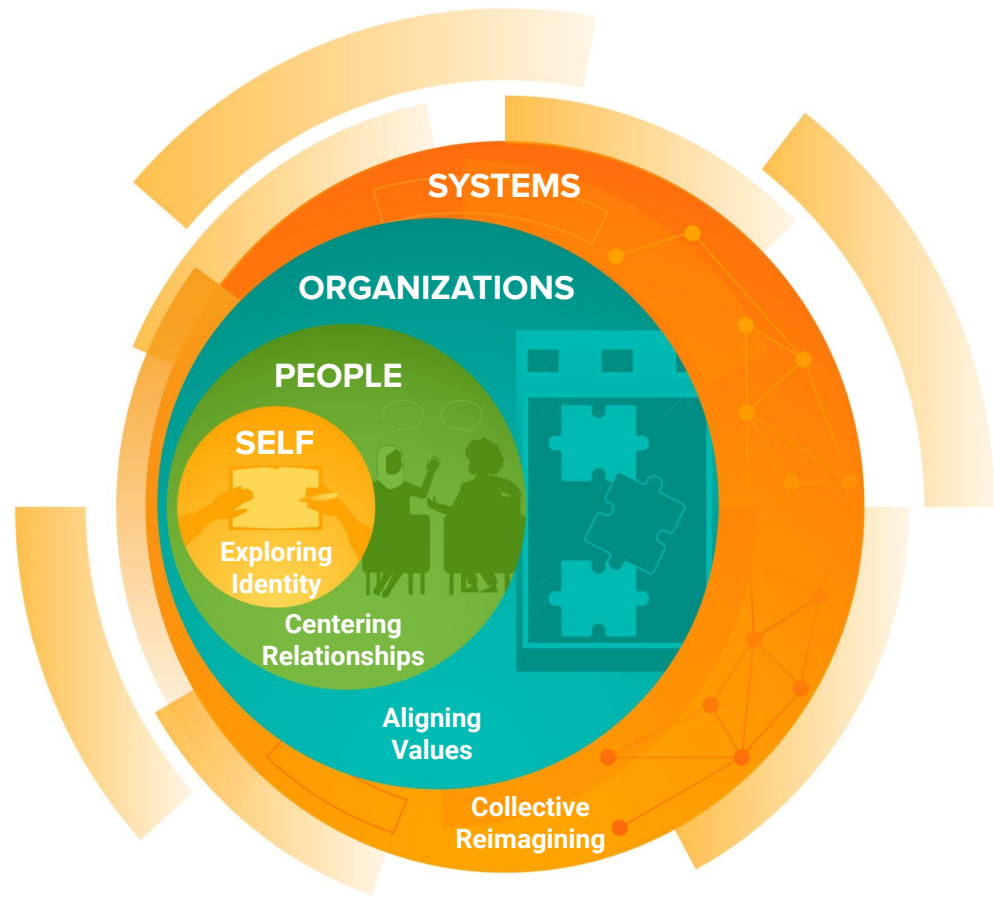
Take a Moment to Journal

Which identities most impact how I view myself?

Which do I think have the biggest impact on how others view me?

What habits, rituals, or routines help me maintain well-being?

Download The Leadership Model for Race Equity Impact





ProInspire

Activating Leaders, Accelerating Equity

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