



Leading for Antiracism & Equity Free Webinar Series

4-Step Consciousness-raising Process Tool™

1

CHOICE

I can choose to advance equity or stifle it.

How do I want to use my power?

2

PRESENCE

I pause & notice what happened.

What are the equity implications?
How am I currently using my power?

3

SELF-AWARENESS

I go deeper to understand.

What's going on inside of me & around me?

4

INTENTIONALITY: A LOVE INTERVENTION

I decide how to deploy my leadership.

What's the best way to exercise conscious leadership for equity™?

1. **Anchor:** in-the-moment grounding
2. **Sanctuary:** daily renewal practice
3. **Take Action:** pick a social change role

Anchors

- Pause & then respond
- Recite your core values
- Music, soothing sounds

Sanctuaries

- Prayer or meditation
- Exercise or fun activity
- Make a gratitude list

Roles in the Social Change Ecosystem

- Weaver: Connect people, places, ideas
- Storyteller: Use art, media, & dance to tell stories
- Disrupter: Take uncomfortable & risky actions to disrupt status quo & build power
- Additional roles: guides, visionaries, builders, healers, and any other role you decide upon.

Watch our full series on YouTube @DevelopingCapacityCoaching and connect with us at www.developcapacity.com.

Conscious Leadership for Equity™ 4-Step Consciousness-raising process by Dr. Annice E. Fisher, Anchors & Sanctuaries by Dr. Ron Heifetz, Social Change Roles, by Deepa Iyer