



Leading for Antiracism & Equity Free Webinar Series

Anchors for Holding Steady. Use our Know. Identify. Anchor. (K.I.A.)™ Framework for Holding Steady as a guide for anchoring yourself as you lead for equity.

Know Your Authority

Identify the Type

Anchor, Choose How to Use Your Power

K

EQUITY WINS

What is the: context, boundaries, and locus of control

I

EQUITY WINS

We have made an equity advancement or gain in our org

A

EQUITY WINS

Publicly celebrate equity gains, paint the possibility of continued equity success

K

RESISTANCE

What is the: context, boundaries, and locus of control

I

RESISTANCE

People are creating barriers to equity work

A

RESISTANCE

Name the barriers, loyalties and losses, clarify shared values and recenter equity work

K

MOMENTUM

What is the: context, boundaries, and locus of control

I

MOMENTUM

People are moving steadily ahead with advancing the equity agenda

A

MOMENTUM

Pause, identify equity gains, identify what it takes to get to the next equity milestone

K

JOY AND PEACE

What is the: context, boundaries, and locus of control

I

JOY AND PEACE

Sustaining me, we, and us , how do we hold steady in joy and peace

A

JOY AND PEACE

Add movement, gratitude, boundaries, lead by example, challenge the norm and check on your team

See the rest of our webinar series at www.developcapacity.com/dccevents