



Leading for Antiracism & Equity Free Webinar Series

Healing & Reconciliation after Racial Incidents A.C.T.N.O.W. Framework™

A

Acknowledge what happened

- Speak truth to power
- Name the form of racism
- Be honest with what happened and how harm occurred

C

Consult with those involved

- *Survivor*: Believe yourself, Acknowledge your power, Choose your path
- *Perpetrator*: Acknowledge what you did, Make amends
- *Community*: Speak the truth of what happened, Offer support, Share next steps

T

Take action and do the real work

- *Boundaries*: We are a community that honors everyone's humanity, this behavior is not tolerated
- *Bystander Expectations for Intervention*: See it, Name it, Check-In, Report
- *Pathways for healing & reconciliation*: Take steps to healing the community, reaffirm values, continue the conversation

N

Navigate the healing pathways

- *Perpetrator*: Release shame & guilt. Take steps to heal: accept your actions, make amends, remember you are not the victim, forgive yourself
- *Survivor & Community*: Release trauma. Take steps to heal: accept what happened, honor your right to heal & embrace being a survivor
- *Choose Freedom*: Be agents for equity

O

Open the door for reconciliation

- Co-create the pathway to restoring relations (org leaders + community)
- Have a multi-prong plan for reconciliation
 - Make Amends
 - Establish & use norms
 - Post tools for disrupting racism
 - Post bias reporting and reconciliation process & Use them!

W

Work to make inclusion & belonging the norm

- Give time for healing & reconciliation
- Monitor for changed behavior
- Check in with involved parties & community
- Create & implement plans for daily inclusion & belonging
 - Transform People, Policies, Processes