



Leading for Antiracism & Equity Free Webinar Series

Overcoming Everyday Roadblocks

Roadblocks developed by Dr. Annice E. Fisher

MINDSET

I don't know where to start and I don't have the power to change systems.

My intervention won't matter.

People are resistant to change.

I'm risk averse. I could offend, get fired, or be outcasted.

We're too busy - how can we remember equity with everything else.

REFRAME

Start within your circles of influence.

- You have a job description that gives you **authority** to take action at work.
- Your home and community represent systems, identify your **"1 thing to start"** where you want to make change.

Yes it will. Trust yourself.

- **Know Your Why** – your individual actions disrupts the harm cycle.
- Appeal to their values (invite them higher – **can you help me to understand**) & speak truth to power.

We all resist change - accept it.

- People *really* resist loss of privilege, autonomy, certainty, status, power, etc.
- Know their losses & values - build your strategy and synergy with that info (**how can we**).

Truth is, you don't know what'll happen.

- You'd want someone to take the risk for you/your family. Do it for them. "I" to "We."
- Honor their humanity when you intervene - invite them higher (**can you help me to understand**).

Center equity - let everything flow from it.

- Equity stabilizes satisfaction.
- **Abundance/Scarcity Mindset**: Make it a norm to ask: *does everyone (all identities) have full and equal access to benefit from the resources in my organization, community, city, etc.?* Check data and adjust.