



# Leading for Antiracism & Equity Free Webinar Series

I acted with racism| I witnessed racism| I survived racism  
4-Step Consciousness-raising Process™

## For Bystanders

### CHOICE

Choose to believe that you are capable and trust yourself enough to speak out against racism.

### PRESENCE

Be ready to slow down and seize the moment.

### SELF-AWARENESS

Reflect: Why am I bothered by what I just witnessed? How did the racism occur? How can my honesty help heal both the perpetrator and survivor?

### INTENTIONALITY

Trust yourself and speak up. Check in on the survivor: Affirm them and ask what you can do to support them. Inform them of your plans to speak to the perpetrator.

## For Survivors

### CHOICE

Choose to believe & trust yourself & your spirit. You experienced racial bias, it hurts. You were treated unfairly and it's not okay.

### PRESENCE

Slow down, check-in with yourself. Tend to yourself. You do not have to ignore the incident or act like business as usual.

### SELF-AWARENESS

Reflect: What am I feeling? What happened? What do I need to feel comfortable again? What was the injustice I experienced? What do I need to heal?

### INTENTIONALITY

Decide if you want to speak up. Take time before you decide. It's an act of courage and vulnerability. If you choose to report it, contact HR/supervisor or to speak up.

## For Perpetrators

### CHOICE

I CAN choose to change. I want to learn HOW I perpetuate racism.

### PRESENCE

Check in with yourself. Be honest & admit your mistakes. You have the Power to make amends & reconcile.

### SELF-AWARENESS

Reflect: How am I feeling? What mindset led me to behave this way? How did my actions hurt? Why is it important for me to lean into the discomfort and learn from the survivor?

### INTENTIONALITY

Be courageous & pursue reconciliation. Decide to apologize & heal. Make amends to those you hurt. Listen to the impact of your actions. Use your power to unlearn racist behaviors.