

# Becoming Anti-Racist

## Fear Zone

## Learning Zone

## Growth Zone

I deny racism is a problem.

I recognize racism is a present & current problem.

I identify how I may unknowingly benefit from Racism.

I avoid hard questions.

I seek out questions that make me uncomfortable.

I promote & advocate for policies & leaders that are Anti-Racist.

I understand my own privilege in ignoring racism.

I sit with my discomfort.

I speak out when I see Racism in action.

I strive to be comfortable.

I educate myself about race & structural racism.

I educate my peers how Racism harms our profession.

I talk to others who look & think like me.

I am vulnerable about my own biases & knowledge gaps.

I don't let mistakes deter me from being better.

I listen to others who think & look differently than me.

I yield positions of power to those otherwise marginalized.

I surround myself with others who think & look differently than me.