REFLECTING ON INTENT AND POSITIONALITY OF YOUR ANTI-RACISM AND POWERSHIFTING PROJECT

PART 1

YOUR POSITIONALITY TO THE PROJECT

As you think through your selected antiracism project, use the table below to interrogate your positionality to the anti-racism/power-shifting effort. How can you contribute to the project's success? How can you hinder the success of the project?

Role *(Describe what you feel you do in the organization)*

Power of Your Role *(What do you oversee, what do you influence, what is your locus of power)*

Assessing Power Opportunities *(What are ways that you feel that you can directly contribute to shifting power to community and promote anti-racist practices)*

Barriers *(What Barriers typically Prevent You from Shifting Power or Pushing Antiracist Practices THINK of the 5 D Framework: Deny, Distance, Distort, Delay)*

PART 2

DISMANTLING: THE 5TH D IN OUR FRAMEWORK

INTENT OF THE PROJECT: DISMANTLING HARMFUL SYSTEMS

As you think through your selected antiracism/power-shifting project, use the table below to interrogate the intent of your anti-racism/power-shifting effort. How does it contribute to anti-racism? How does it shift power? Does the most marginalized benefit most? How do you know? What lessons can be learned and shared to push for anti-racism and power-sharing accountability within your organization and within the sector?

Naming the Marginalized *When you think about your work and potential project, who is the most marginalized? How would you describe them?*

Centering the Marginalized *How does this project/work improve the lives of the most marginalized? How does this increase agency for the most marginalized?*

Being Held Accountable to the Most Marginalized *How do you ensure that the project/work is actually making the improvement/increasing agency? How is that measured? Who measures it?*

Inaction *What is the risk of not making this act? Who is affected? What do you predict the effect of not acting to be? 5 D Framework: Deny, Distance, Distort, Delay*

What is the Hope? *What opportunities does your project lend to the field? How your project push for social change within and outside your sector? What is the change you hope to see?*