

RACE AWARENESS GOALS AND OBJECTIVES PROCESS

QUESTIONS FOR FACILITATORS

There are varying stages and paths to race awareness. Even when individuals are on the same path and maybe even in the same stage, our beliefs, values, experiences, goals, and fears will inform how we interpret information presented to us. The following questions are intended to assist. This process is not a "one size fits all." These questions are to be used to help each facilitator use introspection to assess where they are on their own journey in order to help others along their way.

To successfully deal with and work on the problems of recognizing and responding to privilege and discrimination based upon race, ie, racism, the process of discovery, although painful at times, is very necessary. A facilitator, to be effective, needs to be aware of this process, the role they play in it, and their own feelings with regard to the issues raised.

1. Do I believe that privilege and discrimination based upon race exists and permeates every aspect of American life?
2. Do I recognize that treating people differently because of race or color is against the law of the land, covered under Title VII of the 1964 Civil Rights Act and subsequent United States and State Supreme Court decisions?
3. Do I really believe that privilege and racism are integral parts of American life, regardless of whether one is from a small town with no residents of color or from a city where many people of color reside?
4. Have I recognized that racism affects all people in negative ways?
5. Do I believe that our institutions, including business and industry, perpetuate systemic racism, even if it is unintentional?
6. Do I believe that individuals can and do perpetuate systemic and personal racism, even if it is unintentional?
7. To what extent am I willing to acknowledge that, just as racism is a learned response, it must also be an unlearned one; using the tools of education, interaction, systems evaluation, self-examination, and courageous action?
8. Am I ready to begin the process of defining racism in various forms, subtle and overt, and acknowledge institutional, systemic, and personal inconsistencies?
9. Am I willing to try and uncover some of the practical realities and practices of institutional, systemic, individual, and cultural racism?
10. Am I ready to honestly examine and confront my own inner feelings and conflicts relative to race?
11. To what extent can I commit to developing a plan and actually implementing action strategies for personal behavioral change?
12. To what extent am I willing to commit to helping with institutional, systemic, and cultural behavioral change within my sphere of influence, ie, family, friends, workplace, community?

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