

# RACE EQUITY PRINCIPLES IN PRACTICE JOURNAL

DEVELOPED BY THE  
COMMUNITY ADVANCEMENT NETWORK



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## **Part 1: My Racialized Autobiography**

*Directions: The following prompts are meant to help you reflect and journal about your life in a way that highlights your racialized experiences. Racialized experiences means that you are looking at things you have experienced in your lifetime through a race lens, considering how your race and the race of people included in your specific experience may have impacted the experience for you, the experience for others involved, and the outcome for you (physically, mentally, and/or emotionally) negatively and/or positively. This will help you to better understand your relationship with society, other people, and your community through your race.*

1. What racialized experiences do you recall regarding your education? This may include elementary school, middle school, high school, continuing education and/or other post-secondary education.

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2. What racialized experiences do you recall from your home life? This could be your home with your family of origin, foster families, adoptive families, chosen families, living situations with roommates/ friends, family that you gained through marriage, etc.

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3. What racialized experiences do you recall from the places where you have worked? This could be from your current job, past jobs, professional trainings, interactions with your co-workers/employer, etc.

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4. What racialized experiences do you recall from your civic involvement, community service or community advocacy activities? This might include organizing, volunteering, being involved with a neighborhood association or PTA (parent-teacher association), leafleting or selling things door-to-door, etc.

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5. What racialized experiences have you had in Austin that you had not had in other places where you have lived? This could be due to moving from: city to city; state to state; country to country; etc.

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## Part 2: Understand My Community’s Story and Our National History

*Directions: Choose a resource from the list below to read and reflect about, then journal about your reflections and learnings.*

### CAN Book Reviews:

1. What Truth Sounds Like by Michael Eric Dyson:  
<https://canatx.org/can-equity-blog-book-review-what-truth-sounds-like/>
2. The New Jim Crow: Mass Incarceration in the Age of Colorblindness by Michelle Alexander:  
<https://canatx.org/can-equity-blog-book-review-the-new-jim-crow/>
3. White Fragility by Robin Diangelo:  
<https://canatx.org/book-review-white-fragility-by-robin-diangelo/>
4. How to Be an Anti-Racist by Ibram X. Kendi - Part 1:  
<https://canatx.org/book-review-part-1-how-to-be-an-anti-racist-by-ibram-x-kendi/>
5. How to Be an Anti-Racist by Ibram X. Kendi - Part 2:  
<https://canatx.org/book-review-part-2-how-to-be-an-anti-racist-by-ibram-x-kendi/>
6. The Deepest Well by Nadine Burke Harris:  
<https://canatx.org/book-review-the-deepest-well-by-dr-nadine-burke-harris/>

### PBS Video Series:

#### **Race: The Power of an Illusion**

Episode 1 The Difference Between Us: <https://player.vimeo.com/video/624663507>

Episode 2 The Story We Tell: <https://player.vimeo.com/video/623854753>

Episode 3 The House We Live In: <https://player.vimeo.com/video/623853663>

#### **Austin Revealed**

El Despertar (The Awakening) - Chicano Civil Rights:

<https://video.austinpbs.org/video/austin-revealed-austin-revealed-el-despertar/>

Civil Rights Stories:

<https://video.austinpbs.org/video/klru-documentaries-austin-revealed-civil-rights-stories/>

Stories from Vietnam:

<https://video.austinpbs.org/video/austin-revealed-stories-from-vietnam-j8qg9e/>

Pioneers from the East “The Lung Family:”

<https://video.austinpbs.org/video/austin-revealed-lung-family-austin-revealed-pioneers-east/>

Pioneers from the East “The Sing Family:”

<https://video.austinpbs.org/video/austin-revealed-sing-family-austin-revealed-pioneers-east/>

Pioneers from the East “The Wong Family:”

<https://video.austinpbs.org/video/austin-revealed-wong-family-austin-revealed-pioneers-east/>

Resource Name: \_\_\_\_\_

Reflection:

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## Part 4: Review and Reflect on the Race Equity Action Framework (REAF)

*Directions: After listening to a presentation on the REAF and/or reviewing the resource on your own, reflect on the sections you reviewed, familiarize yourself with the organizations active in each policy arena, and when ready, select an organization to support, and then support them (by donating, volunteering, or uplifting their work in the community/ your personal network)!*

**Session 1:** Review these sections of the REAF and journal your reflection below

1. Concentrated Wealth & Power:  
<http://dashboard.canatx.org/wp-content/uploads/2023/03/REAF-Sec.-1.-Concentrated-Wealth-and-Power-Revised.pptx.pdf>
2. State/National Legislation & Policy:  
<http://dashboard.canatx.org/wp-content/uploads/2023/03/REAF-Sec.-8.-State-National-Legislation-and-Policy-Revised.pptx.pdf>
3. Educational and Economic Opportunity:  
<http://dashboard.canatx.org/wp-content/uploads/2023/03/REAF-Sec.-4.-Educational-Economic-Opportunity.pdf>

Reflection:

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## **Part 5: My Commitments for the Next 12 Months**

*Directions: After finishing the REPP series, we encourage you to establish some goals to continue this work over the next 12 months and beyond. If you have not finished a section in this journal, that would be a good place to start. You do not have to have a commitment in each section, but we encourage you to pick at least 2 commitments to focus on.*

### **To Create My Racialized Autobiography**

My commitment is to:

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### **To Increase My Understanding of My Community's Story and Our National History**

My commitment is to:

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### **With Regard My Participation in Race Equity Trainings, Healing Circles, etc.**

My commitment is to:

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### **Given What I Have Learned From the Race Equity Action Framework (REAF)**

My commitment is to (e.g.: support a non-profit working to address racial inequality with "time, talent, or treasure;" and/or become involved in advocacy efforts on a particular policy issue):

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### **Regarding Other Ways I Can Actively Work to Address Racial Inequality**

My commitment is to:

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