RACE EQUITY PRINCIPLES IN PRACTICE JOURNAL

DEVELOPED BY THE COMMUNITY ADVANCEMENT NETWORK



TABLE OF CONTENTS

PART 1: CREATE MY RACIALIZED AUTOBIOGRAPHY

PART 2: UNDERSTAND MY
COMMUNITY AND NATION'S HISTORY

PART 3: PARTICIPATE IN RACE EQUITY TRAININGS, HEALING CIRCLES, ETC.

PART 4: REVIEW AND REFLECT ON THE RACE EQUITY ACTION FRAMEWORK

PART 5: MY COMMITMENTS

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.

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What racialized experiences do you recall from your civic involvement, community service or commudvocacy activities? This might include organizing, volunteering, being involved with a neighborhood issociation or PTA (parent-teacher association), leafleting or selling things door-to-door, etc.	 	 	
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. What racialized experiences have you had in Austin that you had not had in other places where you 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-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:				

Part 3: Participate in a Race Equity Training or Healing Circle

Directions: Choose a training or healing circle opportunity from the list below to participate in and then journal about your reflections and experience.

- 1. Beyond Diversity: http://leadershipaustin.org/2021/06/16/beyond-diversity-seminar-fy-2022-dates/
- 2. Undoing Racism: https://undoingracismaustin.org/activites/register-for-future-undoing-racism-workshops-in-austin/
- 3. Austin Health Commons Truth, Racial Healing & Transformation Center "Healing Circles:" http://austinhealthcommons.org/get-involved
- 4. Austin Community College Truth, Racial Healing, and Transformation Center "Healing Circles:" https://www.austincc.edu/business-community/truth-racial-healing-and-transformation

Race Equity Training/Conversation Name:	_
Reflection:	

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: https://dashboard.canatx.org/wp-content/uploads/2024/09/REAF-Sec.-1.-Concentrated-Wealth-and-Power-Revised-8.-2024.pptx.pdf
- 2. State/National Legislation & Policy: https://dashboard.canatx.org/wp-content/uploads/2024/10/REAF-Sec.-8.-State National-Legislation-and-Policy-Revised.pptx-1.pdf

Reflection:		

Session 2: Review these sections of the REAF and journal your reflection below

- 3. Expanding Opportunity for Youth and Adults: https://dashboard.canatx.org/wp-content/uploads/2024/09/REAF-Sec.-6.-Expand-Opportunity-For-Youth-Adults-Rev-8.-2024.pptx.pdf
- 4. Workforce Development: https://dashboard.canatx.org/wp-content/uploads/2024/09/REAF-Sec.-5.-Workforce-Development-Rev-8.-2024.pptx.pdf

Reflection:	
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Session 3: Review these sections of the REAF and journal your reflection below

- 5. Housing, Health and Human Services: https://dashboard.canatx.org/wp-content/uploads/2024/10/REAF-Sec.-3.-Housing-Health-Human-Services-Revised-9.-2024.pptx-1.pdf
- 6. Criminal and Civil Justice: https://dashboard.canatx.org/wp-content/uploads/2024/09/REAF-Sec-2.-Criminal-and-Civil-Justice-Rev-8.-2024.pptx.pdf

Reflection:	

Session 4: Review these sections of the REAF and journal your reflection below

- 7. Educational and Economic Opportunity: https://dashboard.canatx.org/wp-content/uploads/2024/10/REAF-Sec.-4.-Educational-Economic-Opportunity-Revised-9.-2024.pptx-1.pdf
- 8. Social Capital and Community Leadership Opportunities: https://dashboard.canatx.org/wp-content/uploads/2024/09/REAF-Sec.-7.-Social-Capital-Community-Leadership-Revised-8.-2024.pptx.pdf

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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:	
To Increase My Understanding of My Community's Story and Our National History My commitment is to:	
With Regard to Participation in Race Equity Trainings, Healing Circles, etc. My commitment is to:	
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 wi "time, talent, or treasure;" and/or become involved in advocacy efforts on a particular policy issue):	th
Regarding Other Ways I Can Actively Work to Address Racial Inequality My commitment is to:	