

REAL FRAMEWORK

RACIAL
EQUITY
ADAPTIVE
LEADERSHIP

Reflective Process | A way of being that impacts leaders and healthy organizational practice to understand how internalized racial identities impact oneself, others and the broader communities in ways that contribute to being complicit in maintaining the status quo while leveraging one's social and organizational position within the larger scope of systemic racism to disrupt and dismantle racial and other forms of inequities.

Relational Process | A way of being that impacts leaders and healthy organizational practice to live out the organization's core values while breaking down working in silos toward collective action, shared leadership and responsibility, and mutual accountability to fulfill the organization's mission or shared purpose.

Restorative Process | A way of being that impacts leaders and healthy organizational practice to encourage each other to be innovative and take risks, showing grace towards one another during times of mistakes and failures, and owning the impact by making wrong things right when experiencing adaptive challenges within organizations.

Re-imaginative Process | A way of being that impact leaders and healthy organizations practice to dream of a world we want for each other and for future generations by redesigning one's organizations with communities most impacted by racial and other forms of inequities to produce equitable outcomes for all.

What **habits of mind** and **learning & leadership moves** are critical to **disrupt and dismantle inequitable policies, practices, procedures and systems** to create the enabling conditions to thrive?

Critical Race Theory (CRT)

Adaptive Leadership

Racial Equity Adaptive Leadership