

What **habits of mind** and **leadership moves** are critical to **disrupt and dismantle inequitable systems** to (co)create the enabling conditions to thrive?

## REFLECTIVE PROCESS

The **Reflective Process** is a way of knowing and being that encourages individuals and organizations to critically examine beliefs, assumptions, and behaviors regarding race and equity. It involves deep introspection and self-awareness to uncover implicit biases, recognize privilege, and understand the historical and societal context of racial dynamics.

A **revolutionary reflective mindset** is to critically examine beliefs, assumptions, and behaviors regarding race and equity.

An **evolutionary reflective practice** involves deep introspection, self-awareness, and courage to uncover individual and collective patterns of *Internalized Racist Oppression/Superiority* that include but are not limited to implicit biases, recognize privilege, and understand the historical and societal context of racial dynamics.

## RELATIONAL PROCESS

The **Relational Process** is a way of knowing and being that encourages building authentic and empathetic relationships across racial and cultural lines. It involves actively listening to diverse perspectives, fostering inclusive environments, and developing mutual trust and understanding to create meaningful connections.

A **revolutionary relational mindset** is to emphasize building authentic and empathetic relationships across racial and cultural lines.

An **evolutionary relational practice** involves actively listening to diverse perspectives, fostering inclusive environments, and developing mutual trust and understanding to create meaningful connections.

## RESTORATIVE PROCESS

The **Restorative Process** is a way of knowing and being that encourages repairing harm and addressing historical and current injustices. It involves actively dismantling oppressive systems, advocating for equitable policies, and promoting healing and reconciliation within communities affected by racial disparities.

A **revolutionary restorative mindset** focuses on repairing harm and addressing historical and current injustices.

An **evolutionary restorative practice** involves actively dismantling oppressive systems, advocating for equitable policies, and promoting healing and reconciliation within communities affected by racial disparities.

## RE-IMAGINATIVE PROCESS

The **Re-Imaginative Process** is a way of knowing and being that encourages envisioning and creating new possibilities for a racially equitable future. It involves challenging the status quo, fostering creativity and innovation, and co-creating transformative solutions that promote justice and inclusion for all.

A **revolutionary re-imaginative mindset** encourages envisioning and creating new possibilities for a racially equitable future.

An **evolutionary re-imaginative practice** involves challenging the status quo, fostering creativity and innovation, and co-creating transformative solutions that promote justice and inclusion for all.