

From allies to advocates

(and on to accomplices!)



The starting vocab



Everyone's starting point is
different

Share your thoughts

**Consider what the panelists
have shared, where would you
place yourself now in doing
equity work?**

The thought process





It's an emotional rollercoaster!

Share your thoughts

Consider the examples of how the panelists have prepared themselves, in what topics do you feel you need to get more informed to gain the same self-awareness?

CROSS-CULTURAL CONTINUUM



GAME-CHANGING	CONSEQUENTIAL	INCONSEQUENTIAL	INCONSEQUENTIAL	CONSEQUENTIAL	GAME-CHANGING
Significant, long-term negative outcome.	Measurable negative outcome.	Not meaningful enough to cause measurable negative outcome.	Not meaningful enough to cause measurable positive outcome.	Measurable positive outcome.	Significant, long-term positive outcome.
<i>Damage caused is difficult or impossible to repair. Some permanent damage is done.</i>	<i>Time required re-building good will and trust. Money spent on solutions. Formal apology necessary.</i>	<i>Resources are not impacted. Register a moment of confusion.</i>	<i>Resources are not impacted. Register a moment of connection or clarity.</i>	<i>Achieve improved communication and relationships. Trust and good will established.</i>	<i>Achieve excellent communication and teamwork in culturally diverse group.</i>

The cycle (even for
the seasoned
professional)



Resource Takeaways

Workshops and training: [NC State Equal Opportunity Institute](#)

Online IAT: <https://implicit.harvard.edu/>

LGBT Resource Guide: <http://www.transstudent.org/gender/>

Latinx explained: <https://youtu.be/Tk10RAIqsMo>

Good reading:

[Dear White America](#), Tim Wise

[Between the World and Me](#), Ta-nehisi Coates

[Whistling Vivaldi](#), Dr. Claude Steele

[Daring Greatly](#), Brené Brown