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!
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

## CROSS-CULTURAL CARELESSNESS

### NEGATIVE CULTURAL IMPACT

<table>
<thead>
<tr>
<th>GAME-CHANGING</th>
<th>CONSEQUENTIAL</th>
<th>INCONSEQUENTIAL</th>
<th>INCONSEQUENTIAL</th>
<th>CONSEQUENTIAL</th>
<th>GAME-CHANGING</th>
</tr>
</thead>
<tbody>
<tr>
<td>Significant, long-term negative outcome.</td>
<td>Measurable negative outcome.</td>
<td>Not meaningful enough to cause measurable negative outcome.</td>
<td>Not meaningful enough to cause measurable positive outcome.</td>
<td>Measurable positive outcome.</td>
<td>Significant, long-term positive outcome.</td>
</tr>
</tbody>
</table>

- Damage caused is difficult or impossible to repair. Some permanent damage is done.
- Time required re-building good will and trust. Money spent on solutions. Formal apology necessary.
- Resources are not impacted. Register a moment of confusion.
- Resources are not impacted. Register a moment of connection or clarity.
- Achieve improved communication and relationships. Trust and good will established.
- Achieve excellent communication and teamwork in culturally diverse group.
The cycle (even for the seasoned professional)
Resource Takeaways

Workshops and training: NC State Equal Opportunity Institute
Online IAT: https://implicit.harvard.edu/
Latinx explained: https://youtu.be/Tk10RALqsMo

Good reading:
Dear White America, Tim Wise
Between the World and Me, Ta-nehisi Coates
Whistling Vivaldi, Dr. Claude Steele
Daring Greatly, Brené Brown