



Fundamentals of Liberatory Leadership

Public Training Series 2025



BeTheChange™

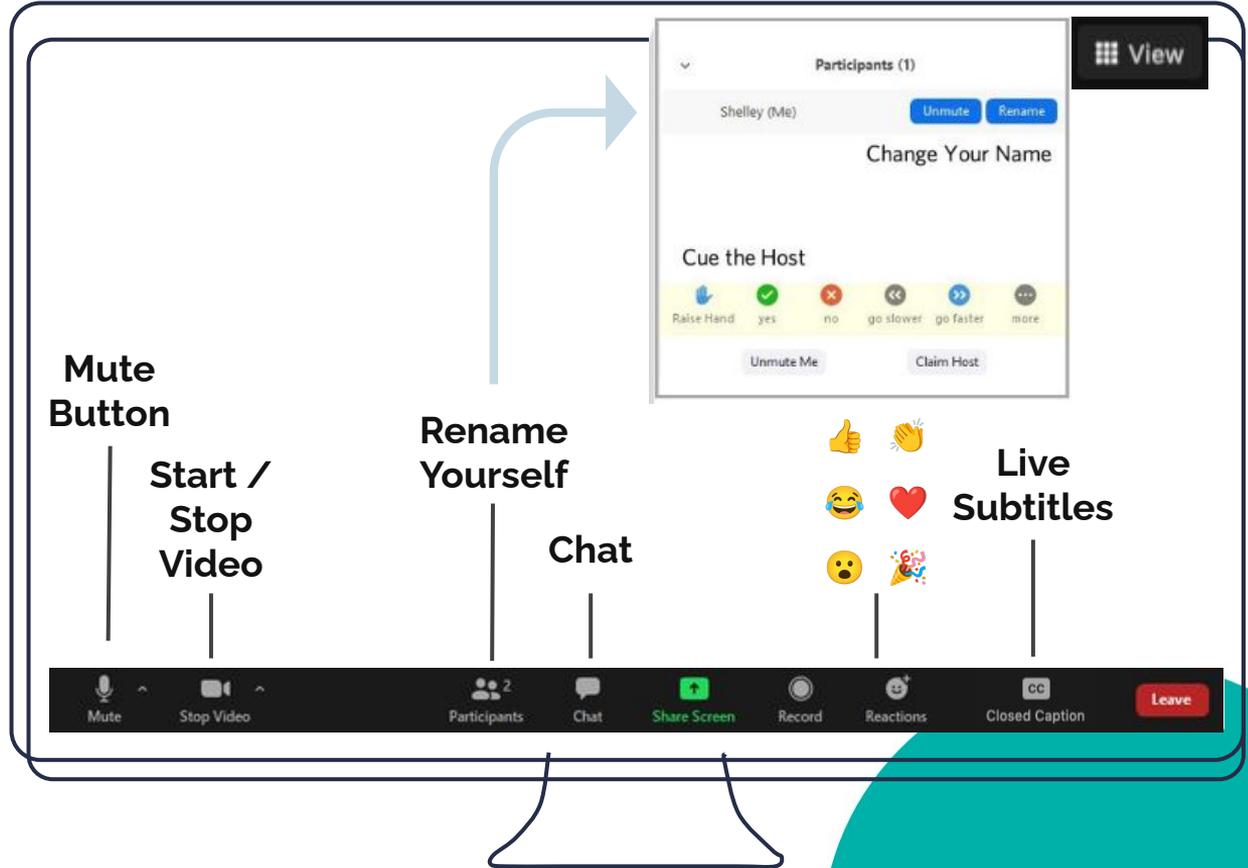


Switch between Gallery and Speaker View

Zoom Features: Computers & Laptops



We value connection, so if possible please turn on video.



Session Description

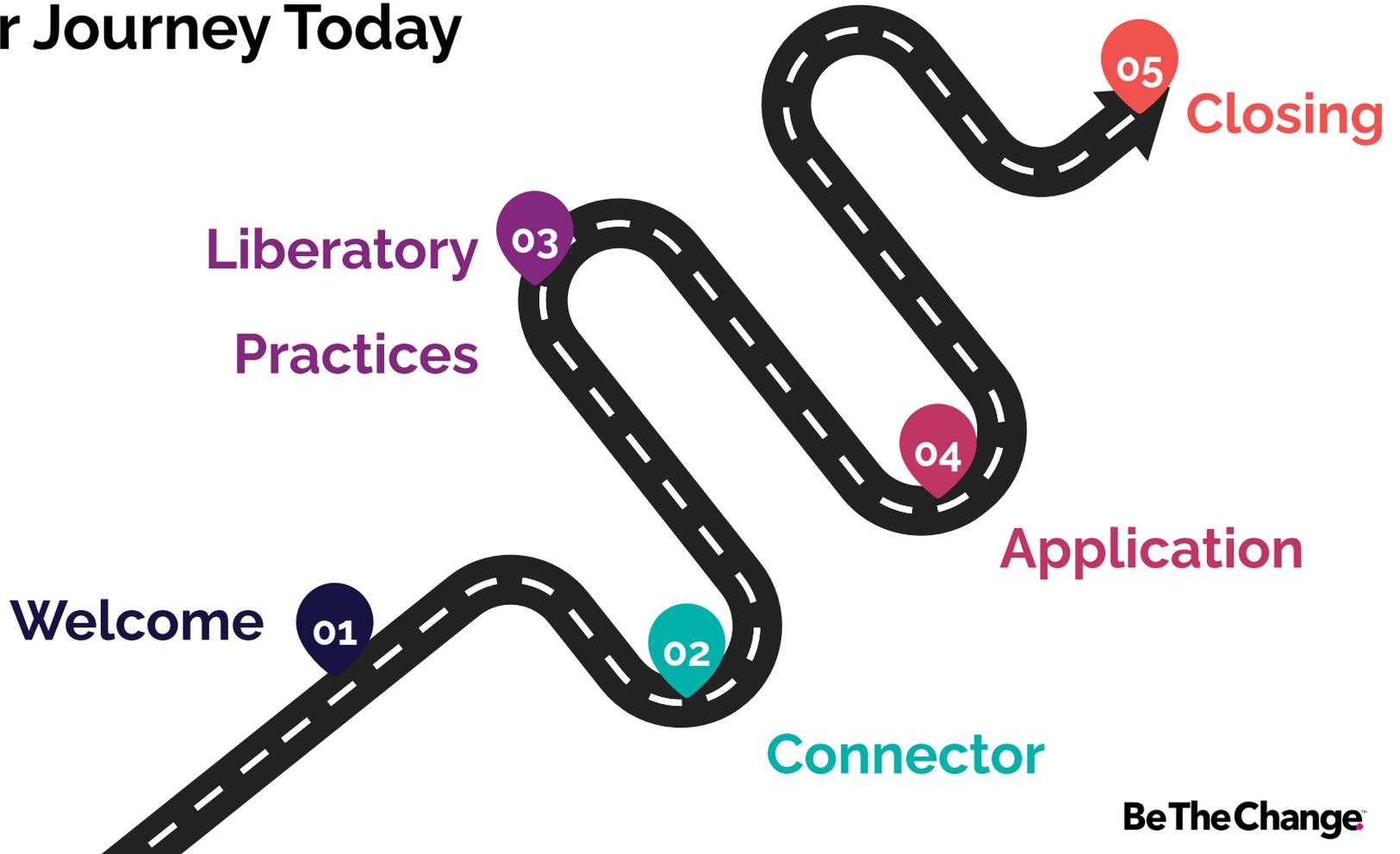
How do your organizational practices replicate **dominant culture**? In this introductory training, leaders explore how white supremacy ideals influence organizational practices. Learn strategies to **shift culture toward antiracism** and build your capacity to redesign policy, practice, and systems inside your org.

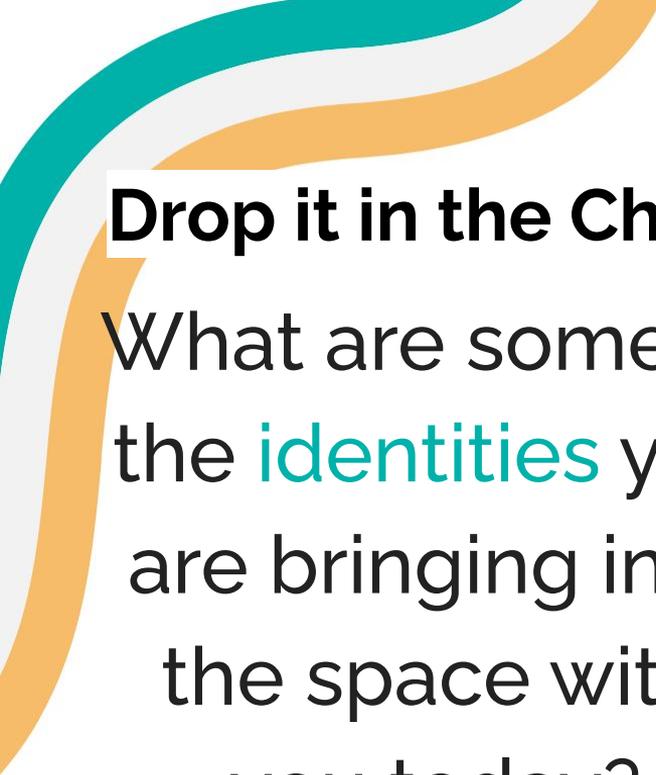
Invite two or three racially diverse leaders from your team to dig in with us and bring their learning back!

Together, in this session, we will:

- Use somatic (body-based) practice to get CENTERED, build connection, and prepare for learning
- Acknowledge how RACE shapes each of our identities
- Investigate the differences between white supremacy and everyday RACISM
- Identify and engage in antiracist PIVOTS
- Learn guiding questions and DESIGN transformative antiracist practices for your org

Our Journey Today





Drop it in the Chat!

What are some of the **identities** you are bringing into the space with you today?



Race Forward Renaming



**Black/
African-American**



White

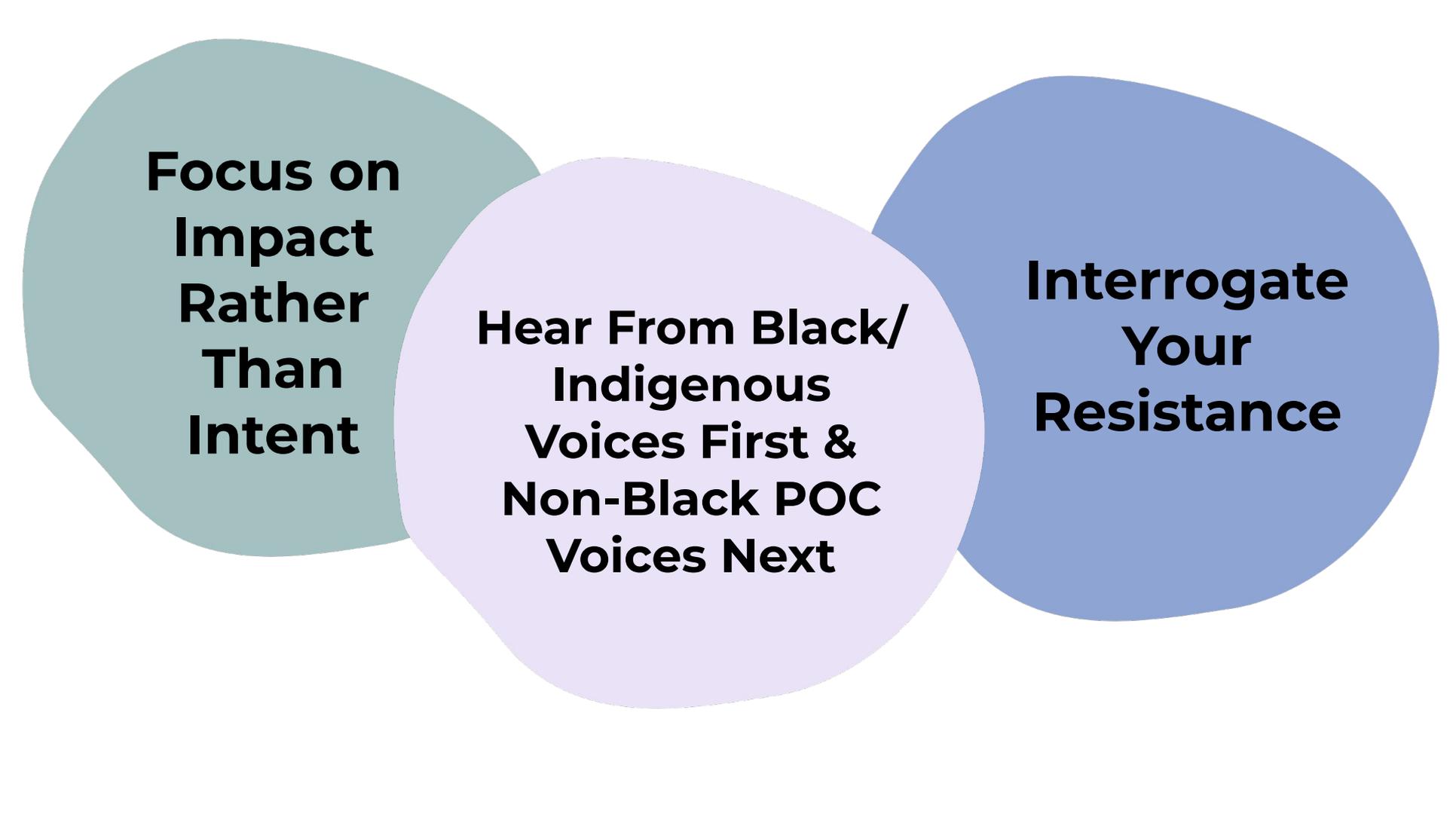


Write In Your Own (i.e. Asian, POC, Mixed)

In your home growing up, how were you taught about your race?

Each person will share about 2 minutes



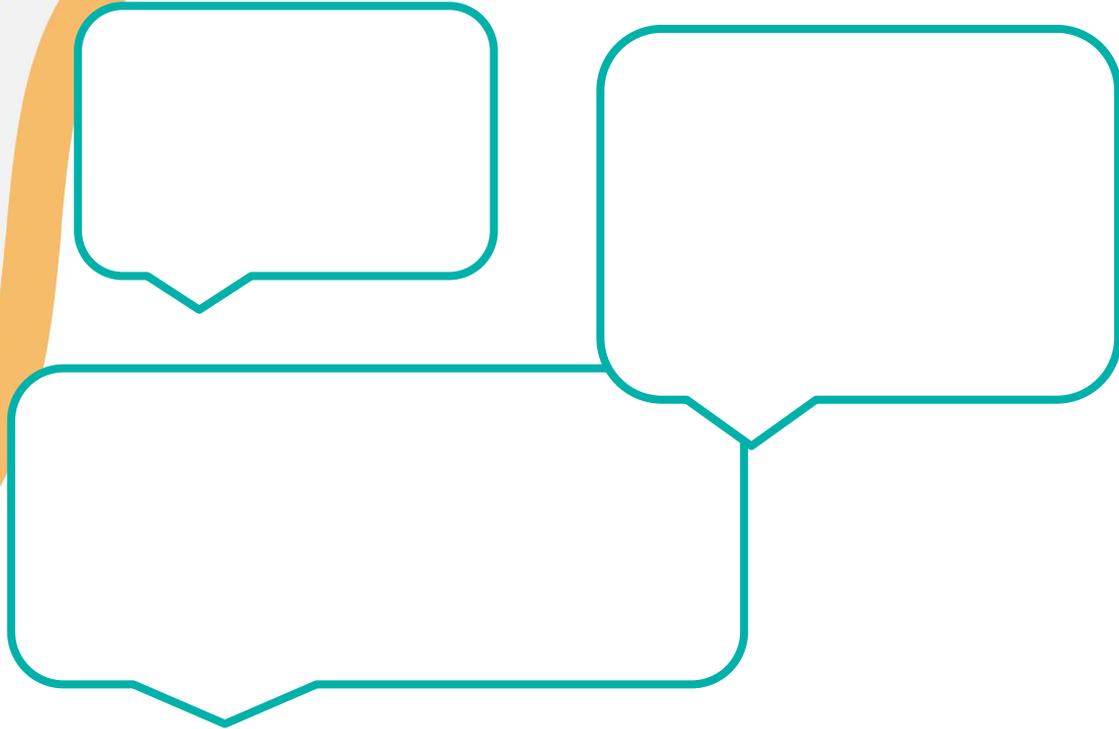
The image features three overlapping circles of different colors: a teal circle on the left, a light purple circle in the center, and a blue circle on the right. Each circle contains bold, black text. The teal circle is on the left, the purple circle is in the middle and overlaps both the teal and blue circles, and the blue circle is on the right.

**Focus on
Impact
Rather
Than
Intent**

**Hear From Black/
Indigenous
Voices First &
Non-Black POC
Voices Next**

**Interrogate
Your
Resistance**

Debrief: What came up for you?



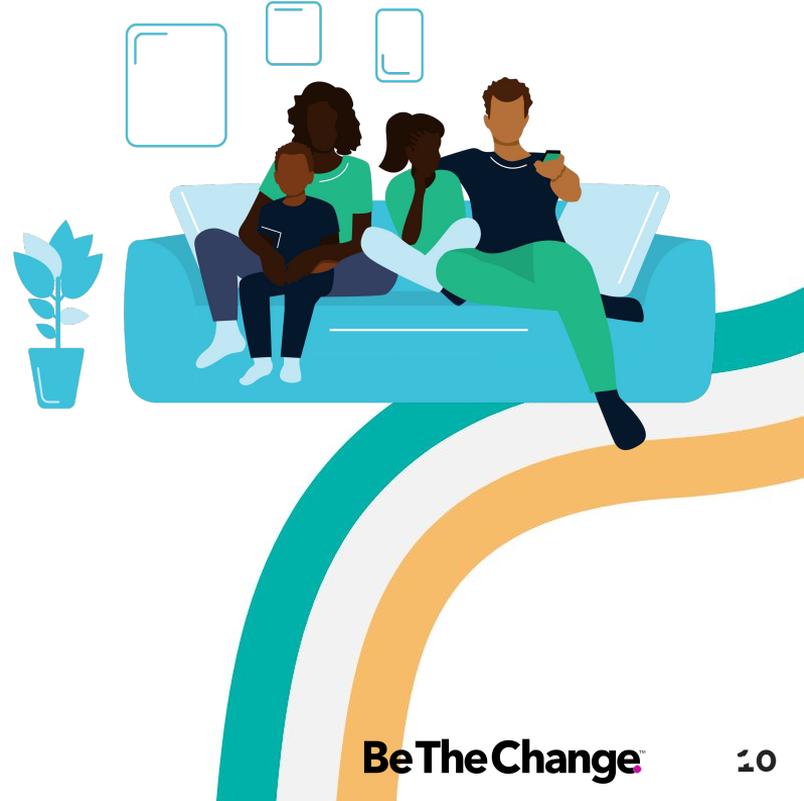
Three empty speech bubble outlines with teal borders, arranged in a cluster on the left side of the slide. One is at the top left, one is to its right, and one is below the top-left one.



Two empty speech bubble outlines with teal borders, arranged on the right side of the slide. One is at the top right, and one is below it.

RACE NEUTRALITY

Whiteness is considered “normal”, and everyone else is “diverse”, or an afterthought.



Take
care of
your
needs!





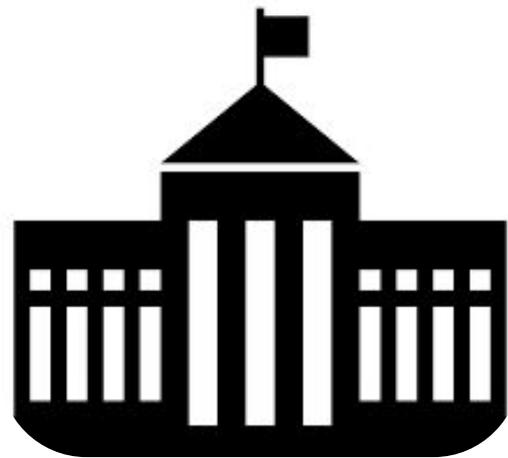
The Characteristics of White Supremacy Culture

From **Dismantling Racism: A Workbook for Social Change Groups**,
by Kenneth Jones and Tema Okun, ChangeWork, 2001



**If a Legacy of White
Supremacy Wasn't Enough...**

**Leaders, Regardless of
Identity or Analysis, Can Get
Stuck Because of...**



Right to Comfort

Which makes it hard for us to seek out feedback. We surround ourselves in a bubble of folx just like us.



Fear of Open Conflict

It is easier to dismiss people who are not like us instead of working to resolve tensions in relationships, differences in workstyles, or needs.



Paternalism

Those with power feel authorized to think and act on behalf of those without power.



Let's try an exercise

In breakout rooms, find examples of dominant culture characteristics in Leadership, Management, and Supervision.



How do the following characteristics show up in leadership, management and supervision within your department or division?

Right to Comfort

Text Here

Text Here

Text Here

Fear of Open Conflict

Text Here

Text Here

Text Here

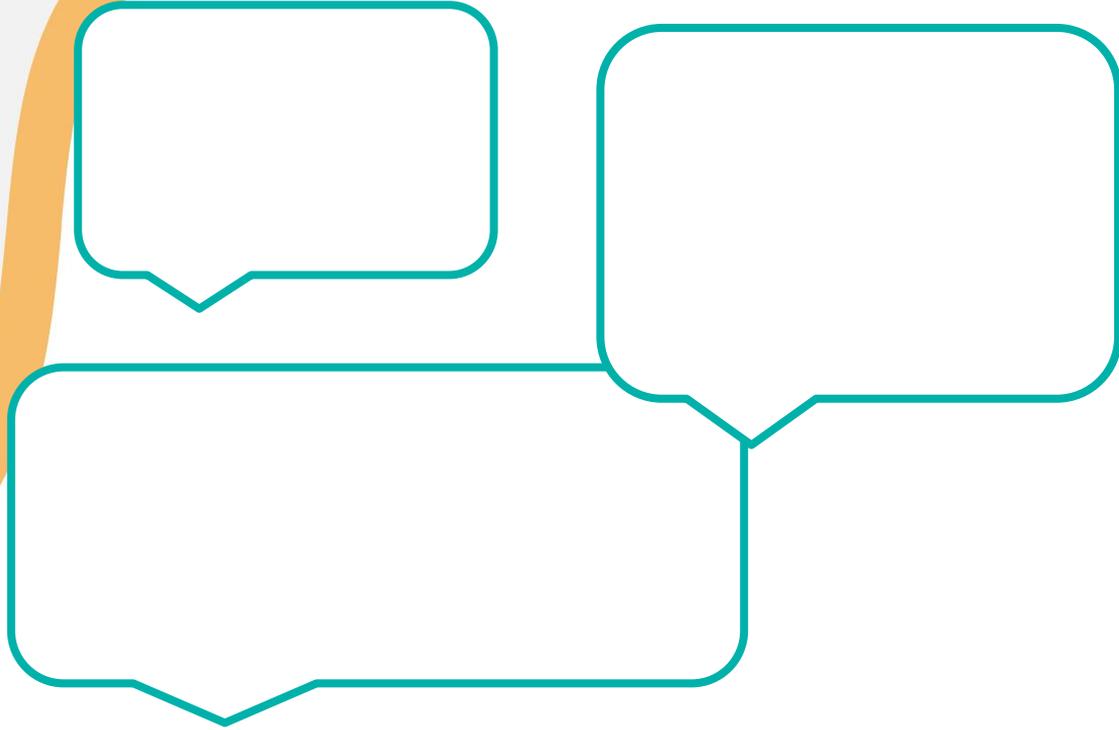
Paternalism

Text Here

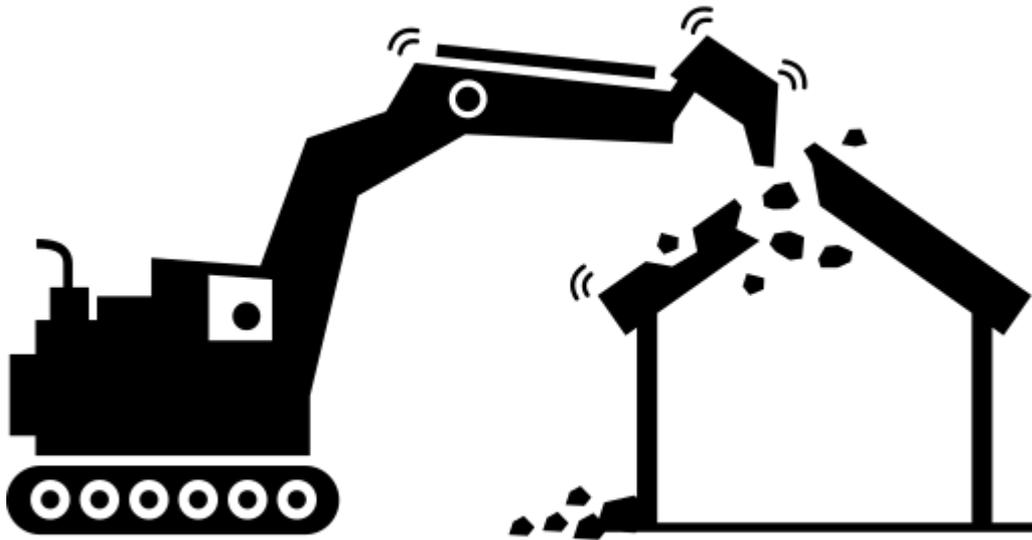
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Debrief: What came up for you?

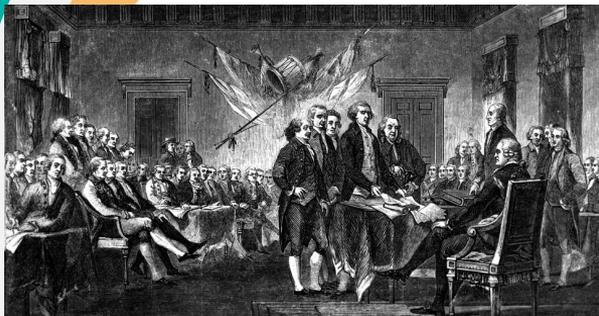


A Framework to Practice Liberatory Thinking



We have to understand how our systems are put together, so that we can take them apart.

White Supremacy



Everyday Racism



Transformative Pivot



**White
Supremacy**

**Every Day
Racism**

**Transformative
Pivot**

**What We
Believe**

**The
Justification**

**What Becomes
Visible To us**

Be The Change™

What We Believe

White Supremacy

Identity-Based Superiority

Cis, Male, White, Christian, Able-bodied people are seen as better, deserve better, and have the right to do whatever is needed to claim what they are entitled.

Everyday Racism

Power Neutrality Combined with Lack of Accountability

That if you are in this role you must be the right person.

There is no need to truly prioritize diversity, or accountability.

Transformative Pivot

Power Clarity

Get curious about how identities play a role in one's experience on a team, their professional identity and how they interact with systems.

The Justification

White Supremacy

Laws Backed by Fake Science
“Alternative” Facts (eugenics) paint a skewed picture and promotes circular thinking.

Everyday Racism

Gaslighting
Questioning the sense of reality or sanity of those who bring up the role of race.

Transformative Pivot

Seeking out Mental Obstruction Points

Ask: What role is race playing here?

How do our recruitment practices lead to low diversity?

How does the way we define leadership keep people from being promoted?

What It Looks Like

White Supremacy

Actively **Promoting** supremacy ideas and practices:

- Restrictions to Health Coverage for Transgender People
- Pay Differentials.
- All White Leadership Teams

Every Day Racism

Defensiveness when confronted with the possibility of a supremacist thought or action.

Preservation of comfort through **Politeness**.

Lack of Transparency or secretiveness.

Transformative Pivot

Admission of Exclusionary Behavior, Action or Thoughts

- Confession
- Vulnerability
- Feedback
- Recognition of Privilege

What is our organizational response when...
Two black people leave the organization within a short time of one another.

If We Applied Race Neutrality We Might..

If We Sought out Race Clarity We Might...

If We Were Gaslighting We Might..

If We Sought out Mental Gaps We'd...

If We Were Defensive We Might..

If We Were Vulnerable We Might...

What is our organizational response when...

A new position opens up. A staff member says 'we should hire a black person, we need more diversity. Someone responds "The most important thing is we get someone with the right skills."

If We Applied Race Neutrality We Might..

If We Sought out Race Clarity We Might...

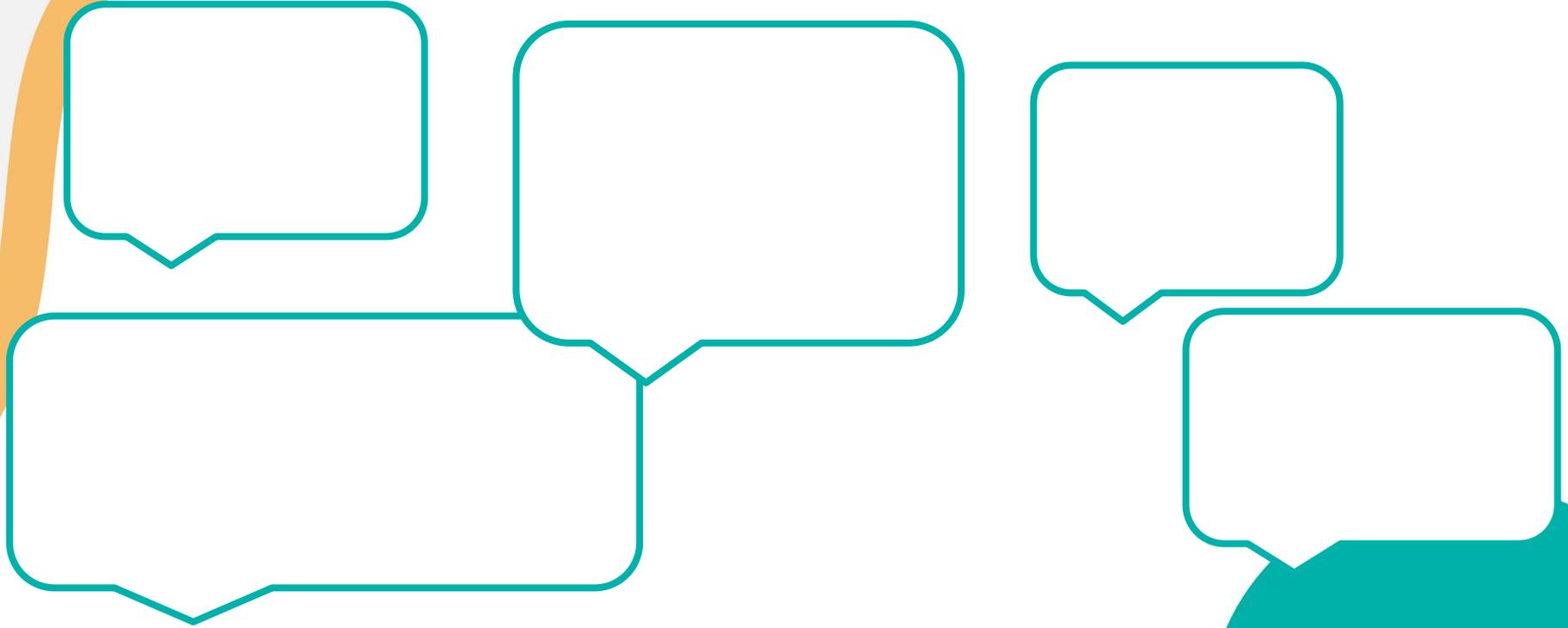
If We Were Gaslighting We Might..

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Debrief: What came up for you?



The image contains five empty speech bubble outlines, each with a teal border and a white fill. They are arranged in two groups: three on the left and two on the right. The left group consists of a small bubble at the top left, a larger bubble at the top right, and a large, wide bubble at the bottom left. The right group consists of a small bubble at the top right and a larger bubble at the bottom right. The bubbles are intended for participants to write their responses to the question 'Debrief: What came up for you?'.

Choose a picture that reflects how you are now, as we close.

1



2



3



4



5



6



Thank you for coming today!

Look out for our [follow up email](#) with the session materials.

2025 Public Training Offerings

[Register Your Spot Now!](#)

Facilitation as a Practice for Equity, Inclusion, and Power-Sharing

April 29

1:00 PM -
3:30 PM

Developing a Culture of Belonging

May 15

1:00 PM -
3:30 PM

