



# Racial Equity Council

OCTOBER 2021

## CORE VALUES

- **Authenticity**; with regards to your internalized racial identity and how you show up in group and the larger movement
- **Integrity**; leaning and showing up in response to rather than in spite of who is or is not in the room. Wholeness in your racial equity adaptive leadership
- **Grace**; capacity and desire to forgive and continue to show up in a place of shared humanity

## LEADERSHIP COMPETENCIES & CAPACITIES

- Willingness to be disrupted
- Capacity to be in disequilibrium
- Capacity to disrupt
- Participation in Eastside Pathways stakeholder groups (e.g. CANs, stakeholder groups, councils, leadership tables)
- Practice of operating in a learning stance (e.g. curiosity, mindful inquiry)
- An existing body of support to ensure your continuous growth and capacity to check for understanding
- Interpersonal feedback on your racial equity adaptive leadership implementation record/impact. (interpersonal, critical response measure)
- Time spent operating from racial construct consciousness, social construct of race and its impacts
- Operating under the belief that harm exists and a desire to wrap ourselves around people who need cover/equity/support/amplification/empowerment
- Awareness of and willingness to participate in both low and high context communication
- Awareness of and willingness to participate in collective cultural
- Coaching leadership capacities

## RESOURCES

- Time; to participate in monthly gatherings and complete ongoing action commitments - racial equity interventions and long term strategies
- Authority/autonomy to make decisions; e.g. pivot, change practices, policies and/or procedures
- Influence (relationships); connections within an organization, community or movement