Contents

	Foreword	xi
	Preface	xv
	Introduction	1
	Section I: Preparing to Lead	7
1.	What's Your Why?	9
2:	See Yourself as a Part of the Work	15
3.	Why We Don't Know How to Talk About Race	21
4.	Establish Your Foundational Beliefs	29
	Section II: Finding a Framework to Guide You.	53
5.	Be Aware of Yourself as a Racialized Being	55
6.	Develop Knowledge of Others as Racialized Beings	61
7.	Gain Skills to Effectively Engage across Cultures	71
8.	Take Action and Advocate for Change	79
9.	Plan for the Journey, Not an Event	87
10.	Be Mindful of the Language You Use	97
	Section III: Practicing Strategies for Engaging in Race Conversations	103
11.	PoC Fatigue—When to Walk Away and When to Engage	105
	Taking a Collective, Universal, or Individual Approach	127
	Adopt Norms for Engaging in Courageous Conversations	135
	Strategies for Engaging When You Offend	145
15.	Strategies for Engaging when Someone Offends You	153

x | Contents

16.	Strategies for Engaging when You Witness an Offense	161
17.	I'm Not Passionate, I'm Angry!	175
	Section IV: Gaining Commitment and Institutionalizing Change	183
10		185
	Bring Decision-Makers on Board	185
19.	Establish an Equity Team to Maintain the Work.	191
20.	Determine Your Organization's Stage of	
	Multicultural Development	209
	Section V: Sustaining Yourself While	
	Maintaining Your Commitment	227
21.	Radical Self-Care	229
	Appendix: Antiracist Leadership Practices	235
	Acknowledgments	245
	References, Readings, and Resources	247
	Notes	251
	Index	255
	About the Author	263
	About New Society Publishers	264