

# **Expected Competencies for Creating Racially Inclusive Organizations:**

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## Expected Competencies of Leaders and Employees

1. Create racially inclusive, high-performing teams and work climates where all are respected, valued, feel a sense of belonging, able to contribute to their full potential...
2. Develop racially inclusive products and services.
3. Continually deepen your self-awareness, knowledge and capacity to effectively engage in meaningful dialogue about race, racism, whiteness, white privilege, white supremacy culture, racially equitable and inclusive organizations, etc.
4. Recognize racist attitudes, behaviors, and microaggressions in yourself and others.
5. Effectively interrupt racist dynamics in the moment.
6. Recognize and shift dynamics of white privilege in the moment.
7. Use a Race Lens in all planning and decision-making processes.
8. Use a Race Lens to analyze all current policies, programs, practices and services and revise, as needed, to eliminate negative differential impact on People of Color and create racial equity and inclusion.
9. Recognize and shift unproductive white cultural dynamics in your organization to create a more inclusive, racially just organizational climate and culture.
10. Implement a system of development and accountability to ensure accelerated progress towards becoming a racially inclusive, anti-racist organization.