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"Moving Beyond the White Supremacy Framework"

RACIAL EQUITY CORE COMPETENCIES AND PRINCIPLES FOR CONTEMPORARY LEADERS OF THE 21 ST CENTURY

- ✓ Creates mechanisms for community participation that are fully utilized by all, especially Indigenous, black, and racialized people.
- ✓ Reviews policies and plans to ensure they are consistent with racial equity and the mission of the organization.
- ✓ Develops policies with collaborative participation from Indigenous, black, and all racially diverse communities.
- ✓ Understands, maintains, and supports both the business case and ethics for working actively to create racial equity.
- ✓ Knows where to refer Indigenous, black, and racialized employees when the organization's programs are not meeting their needs.
- ✓ Evaluates policies, processes, practices and programs in terms of impact on Indigenous, black, and traditionally racially marginalized communities, and changes as necessary.
- ✓ Advocates for racial equity as part of the organization's work.
- ✓ Understands racism as white supremacy and anti-blackness in the context of U.S. culture in terms of norms, standards, rules, policies, laws, economics, and all other institutional contexts

RACIAL EQUITY CORE COMPETENCIES AND PRINCIPLES FOR CONTEMPORARY LEADERS OF THE 21 ST CENTURY

- ✓ Understands, maintains, acknowledges, and communicates “white privilege” as the byproduct of personal and collective structural and institutional white racism/supremacy; the gravity of intentional and unintentional harm caused by white racism (through collective white racial bias) and the need for racial equity as a result (to correct for both historical, present-day and ongoing racial inequities).
- ✓ Recognizes the benefits of promoting racial equity in the workplace for oneself and the organization.
- ✓ Assesses materials (publicity and program) for racial bias and revises as necessary.
- ✓ Understands normalcy and depths of racism as a cultural, institutional, social, economic political construct and condition; the ways in which it influences organizational norms, expectations, hierarchies, and all operational standards; – in order to build capacity amongst other leaders and workforce to counteract for purposes of inclusion.
- ✓ Communications reflect Indigenous, black, and traditionally racially marginalized communities entitled to employment services.
- ✓ Values, recognizes, and uses the knowledge and expertise of Indigenous, black, and traditionally racially marginalized communities and representatives.
- ✓ Communicates structures and decision-making processes clearly to colleagues and community representatives.
- ✓ Works with members of the management team and/or union leadership to implement equity commitments of the organization.
- ✓ Experience working and communicating effectively with all staff, service recipients; including Indigenous, black, and all racially diverse peoples.
- ✓ Ensures there is a link between job responsibilities and racial equity goals of the organization.
- ✓ Actively participates in discussions about racial equity with staff and clients.
- ✓ Makes connections between different forms of racial discrimination and how they impact on members of Indigenous, black, and other racialized communities differently; rather than a “one-size fits all” problem-solving and solution approach.
- ✓ Understands and maintains ways in which discrimination and inequity influences systems which organize the organization’s work.

RACIAL EQUITY CORE COMPETENCIES AND PRINCIPLES FOR CONTEMPORARY LEADERS OF THE 21 ST CENTURY

- ✓ Demonstrates self-awareness of how one's racial and social identities can affect how one does one's work and leads (i.e. recognizes leadership, develops budgets, interviews employees, conducts performance development, works with communities, etc.).
- ✓ Understands, maintains, and demonstrates awareness of ways in which Indigenous, black, and other racialized peoples can be used as tokens, as well as tools to discriminate against members of their same and/or different racial/ethnic group; reinforcing lateral oppression, division, and infighting.
- ✓ Recognizes the complexity and diversity within each Indigenous, black or racialized "community."
- ✓ Understands culture is dynamic and created constantly by people.
- ✓ Participates in developing strategies for dealing with resistance to change in an organization or community.
- ✓ Designs programs appropriate for Indigenous, black, and other traditionally racially marginalized groups of people.
- ✓ Continuously works towards strengthening and improving racial competence and racial humility to enhance relationships with Indigenous, black, and traditionally racially marginalized groups through reflection of Dismantling Racism principles, Anti-Racism Leadership Assessment/Scorecard/Action-plan; antiracism principles and ongoing feedback from racially diverse staff of different backgrounds, including class.

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