

Black History Month

February 2021

Focus	Monday	Tuesday	Wednesday	Thursday	Friday
Acknowledgement	1 Have we acknowledged that racism exists?	2 Do we know what it means to be antiracist—can we define antiracism?	3 Have we made public our decision to be an antiracist institution?	4 What will we need to change, sacrifice, and resource in order to become antiracist?	5 How will those most affected by racism be included in planning and implementation?
Leadership & Accountability	8 Have diversity, equity, and inclusion been established by our leadership as institution-wide priorities?	9 How will we move from intention to action; from claims of “we are not racist” to “we are antiracist”?	10 Will our plan be transparent, regularly monitored, evaluated, and reported on? By whom?	11 Will the work to become antiracist be the work of the entire institution including leadership?	12 What about accountability—Have our current initiatives resulted in any substantive and sustainable change for people of color?
Action	15 Have we conducted a diversity climate assessment to gauge the views, attitudes, and daily experiences of our community members?	16 Have we conducted a critical analysis of the entry-through-exit experience of people of color in comparison to others?	17 Do we have a high quality, research-based, diversity and inclusion learning program in which all members of our institution participate?	18 Is diversity and inclusion learning valued, promoted, and supported by leadership, and throughout the institution?	19 What is our process for reporting racism, microaggressions, and inequitable treatment? Is it effective, safe, and supportive?
Reflection	22 What do I know about institutional racism and antiracism? Do I know where I can find out more?	23 Have I received benefits from my institution that members of other racial groups have not?	24 Do I know someone who has been the target of unfair treatment because of their race or identity?	25 Have we provided opportunities for engagement in conversations about racial equity?	26 Have I applied the principles and practices learned from the institution’s diversity & inclusion learning programs?

Developed by Judi Owens, Ed.D., Director of Instructional Design at DiversityEdu.