

1a.TS1 Is the group developing a common understanding of the ways racism, power, and privilege affect issues on which it is working?

- People’s understanding of what racism is and how to address it can vary a lot based on their individual and group experiences.
 - People are often at different stages in developing an analysis of how racism, power, privilege, and oppression work in their communities. For example, some people may not fully recognize how seemingly neutral policies of health insurers, health care advocates, businesses, and health care providers work to maintain consistently poorer health outcomes for some racial/ethnic groups.
 - Also, people’s life experiences teach them different ideas about what works to address racism, for example, whether or not one can work effectively within systems, the value of confrontational tactics, and/or whether leaders can be counted on to do what they say they will do.
- The words that people use to discuss power, privilege, racism, and oppression hold different meanings for different people.
 - People at different stages in developing an analysis tend to attach different meanings to words like discrimination, privilege, and institutional racism.
 - When people are talking about privilege or racism, the words they use often come with emotions and assumptions that are not spoken.
- Groups need to develop ways to air these differences respectfully and to incorporate them into their thinking as a group, as well as into their meeting processes. For example, it is helpful to understand cultural differences about what constitutes conflict and its resolution.
- Groups need to decide the extent to which they must have consensus about these things and where it is okay for people to disagree.
- Things that help, include:
 - A willingness to put these issues on the table (see **LINK** *A Community Builder’s Tool Kit* <http://www.projectchange.org/publications/toolkit.pdf>)
 - Separate within racial and ethnic group discussions, as well as full group discussions
 - Support from trained facilitators
 - Ongoing, not one-shot, work

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- Specific kinds of high quality training (see **LINK** *Training for Racial Equity and Inclusion: Guide to Selected Programs* <http://www.aspeninstitute.org/>)
- An agreed upon set of definitions of key terms (see **LINK** *Project Change in Action, Glossary* <http://www.projectchange.org/publications.toolkit.pdf>)
- Agreed upon culturally competent strategies for decision making and conflict resolution (see **LINK** *Constructive Conversations About Challenging Times: A Guide to Community Dialogue* <http://www.publicconversations.org/>)