

"Racism is a marriage of racist policies and racist ideas that produces and normalizes racial inequities... Racial inequity is when two or more racial groups are not standing on approximately equal footing."

– Ibram X. Kendi, *How to Be an Antiracist*

Welcome to the Spheres of Influence Workbook. It is designed to help you understand what racism is, where it shows up, and what is in your power to help create racial equity. Once complete, you will walk away with ideas and resources to understand the role you can uniquely play to help build a more just society for all.

If the events of 2020 showed us anything it is that racial inequities are not only glaringly obvious, they are also deadly. From the unjust murder of George Floyd and so many other Black Americans, to a staggering increase in hate crimes against Asian Americans during the COVID-19 pandemic, to Mexican and South American migrants inhumanely detained in cages at the southern border.

There is so much work to do, but if each of us does one thing, and then another, and then another, we can leave the world just a little better than how we found it.

What's in This Workbook

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Where Are You on Your Journey?



<https://www.surgeryredesign.com/current>

"I love being wrong because it means I have something to learn."

~Neil deGrasse Tyson

No one of us created racism, but we all have a responsibility to fix it.

Before we can take action to create racial equity, it's important that we understand the multitude of ways that it shows up in our lives. Racial inequity can be **individual**, **interpersonal**, **institutional**, and **structural**, but here is a common denominator in every one of these arenas – us. None of us was born into a world of neutrality. Systems of racial inequity that exist today were built over hundreds of years. This doesn't mean however that we don't have power to change these systems – we absolutely do. A crucial primer to taking action is to understand how and where racial inequity is built into our systems so we can pinpoint our efforts and energy to make the biggest impact. The below information will help as you begin filling out the worksheet on the next two pages.

INDIVIDUAL

No matter where you choose to make an impact, the starting point is always the same - you. To create lasting, positive change, we need to reflect on the truth of our experiences and the stories we've been told while being open and curious about the truths of others.

- Seek out books, articles, videos, TV, movies, podcasts, and other forms of media by creators of color
- Attend events, exhibits, presentations or other educational moments on race and racial equity
- Take accountability for your words and actions when told that they are harmful, perpetuate stereotypes, or are racist
- Take time to think deeply about the stories you've heard and the experiences you've had throughout your life that have shaped the way you think about race

INSTITUTIONAL

We engage with institutions every day, whether its businesses, faith communities, schools, or workplaces. More often than not we have options for which we choose and at least some influence on how they operate

- Seek out businesses, services, and products by people of color
- Encourage faith leaders to speak on the topic of racial equity or bring in speakers to do so
- Engage with your schools and hold them accountable for the decisions they make and the curricula they teach
- Get involved with racial equity efforts in your workplace, such as participating in employee resource groups and holding leaders accountable for having diverse voices in meetings where decisions are being made, especially if those decisions will effect a specific community

INTERPERSONAL

Though we're not able to control what others say or do, we can control how we show up. In this way, we have power to create spaces where belonging is possible for everyone.

- Engage those who are willing in conversations around race, privilege, and equity
- Set boundaries with others when you hear or see something racist - be clear what's ok and what's not ok
- Listen twice as much as you speak and get comfortable with the fact that just because someone's story is different than yours does not make it any less true
- Hold others accountable for their words and actions and avoid shaming or critiquing their character. Remember, it's easier to change what we do than who we are

STRUCTURAL

Our laws, policies, and elected leaders in federal, state, and local governments can either reinforce or dismantle system of inequity. It is critical to educate yourself on the ways our current laws perpetuate discrimination and use your vote to create positive change.

- Educate yourself on the history of the country, your state, and your city to understand where inequities exist and how they came to be
- Stay informed with what your elected officials are prioritizing and contact them so they know what is most important for their constituents
- Vote for leaders who are actively speaking about and working toward racial equity

If you've ever thought, "I want to help create racial equity, but I don't know where to start or how I can help," you're not alone.

This worksheet is an exercise to help you understand what's in your control and where you have influence to make meaningful change. The power, however, is not in *completing* this worksheet, but in what you do with the information when you're done. Remember, you don't need to lead a march or start a nonprofit to make a difference. So long as we all do what we can, where we are, with what we have and what we know, we will continue to get closer to a just and inclusive society.

What are your VALUES?

Ex. collaboration, care, safety

This helps you understand what actions will be most personally satisfying

WHERE are you?

Ex. city, work, school, home

These are the spaces and places you can influence

What do you HAVE?

Ex. influence, money, a car, tools

These are the things you can use to create change

What do you KNOW?

Ex. skills, knowledge, talents

These are all the ways you can uniquely contribute to lasting change

"I am only one, but still I am one. I cannot do everything, but still I can do something; and because I cannot do everything, I will not refuse to do the something that I can do."

~Edward Everett Hale

ACTIONS I can take

Take the information you've written down about your spheres of influence and put them together into a list of possible actions you can take. This list will help you understand what is in your control when you're not sure where to start.

REMEMBER...

YOU CAN'T DO EVERYTHING, BUT YOU CAN DO SOMETHING

"The epiphany is the key, not the change. The change comes when you use that key to unlock the door and walk through it."

~Jake Wesley Rogers

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What are your VALUES?

Ex. collaboration, care, safety

This helps you understand what actions will be most personally satisfying

- Inclusion
- Faith
- Community

WHERE are you?

Ex. city, work, school, home

These are the spaces and places you can influence

- Minneapolis
- Fulton Neighborhood
- Place of worship
- Book club
- Workplace
- My friend group
- My family
- My kid's school and PTA

What do you HAVE?

Ex. influence, money, a car, tools

These are the things you can use to create change

- Good relationships with my faith leaders
- Influence in my book club
- Books on racial equity
- Money to donate
- Time to volunteer
- A car
- Influence in political leaders by voting
- A friend group who is willing to have conversations about racial equity
- Diversity & Inclusion groups at work
- Social media accounts

What do you KNOW?

Ex. skills, knowledge, talents

These are all the ways you can uniquely contribute to lasting change

- I'm outgoing and can easily hold a conversation with almost anyone
- I'm good at organizing and planning
- I'm good with power tools and enjoy working with my hands
- I have a good knowledge of local politics and how it works
- I'm a good cook
- I work in higher education and know a lot about adult learning

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- Ask faith leaders to bring in speakers to talk about racial equity and how our faith community can make a difference
- Offer to drive neighbors and community members to polling places to vote
- Have conversations with family and friends around recent issues related to racial equity
- Suggest a book on racial equity to your book club
- Donate to a nonprofit or charity working toward racial equity
- Volunteer at a local organization that allows you to use your cooking skills
- Get involved with Diversity & Inclusion group at work and offer to help organize or plan an event
- Use my social media account to elevate people of color working toward racial equity
- Write to local politicians on the topic of racial equity and hold them accountable for how they use their power
- I will speak up at work when the decision makers do not look like the people who will be most impacted by the decisions being made
- If someone's voice is not being heard in a discussion, I will make it a point to ask for their input

"The epiphany is the key, not the change. The change comes when you use that key to unlock the door and walk through it."

~Jake Wesley Rogers

Start here → [Fulton Neighborhood Association Racial Equity Page](#)

READ

[7 Ways You Can Take Action for Racial Justice Right Now – Globalcitizen.org](#)

[Glossary for Understanding the Dismantling Structural Racism & Promoting Racial Equity](#)

[Allyship \(& Accomplice\): The What, Why, and How – The Medium](#)

[How To Be An Ally During Times Of Tragedy – Forbes](#)

[How you can be an ally in the fight for racial justice – TED.com](#)

[My Role in a Social Change Ecosystem: A Mid-Year Check-In – The Medium](#)

WATCH

[Jim Crow of the North – TPT: Twin Cities PBS](#)

[Talks to help you understand racism in America – TED.com](#)

[Racial Healing: Understanding Racial Identity, Systemic Racism, and How to Become a Racial Ally – Points of Light](#)

[Protect & Serve: Engaging Community to Create Equitable Public Safety Policies – Points of Light](#)

[How to talk to kids about race - The Atlantic](#)

LISTEN

[Throughline Podcast – NPR](#)

[Code Switch Podcast – NPR](#)

[1619 Project Podcast – New York Times](#)

[Still Processing – The New York Times](#)

[Seeing White – Scene on Radio](#)

[Can one person change the criminal justice system? – Next Question](#)

DO

[Braver Angels Workshop: Depolarizing Conversations About Race](#)

[HandsOn Twin Cities – Volunteering Opportunities](#)

[Catch a performance at Penumbra Theater](#)

[Visit the Science Museum of Minnesota’s exhibit Race: Are We So Different?](#)

[Get involved with the YWCA Minneapolis](#)

“The good news is that racist and antiracist are not fixed identities. We can be a racist one minute and an antiracist the next. What we say about race, what we do about race, in each moment, determines what -- not who -- we are.”
~Ibram X. Kendi, *How to Be an Antiracist*