

## Racial Equity Summit Reflection Questions

### Affirmation

- How has my life story informed narratives I hold toward others?
- What do I know, at a personal level, about the experiences of BIPOC members of SU? What do I experience when I hear about these experiences? Do I want to hear them?
- Where do I recognize the systems inside of me? How, specifically, has systemic racism been embedded in my everyday work and practices at the institution?

### Allyship for Solidarity

- What reasons have I used for not taking a stronger stand against racism or for backing away from supporting people of color?
- I would be a committed and effective ally if only . . .

What “if only” statements have I used to justify my silence or withdrawal of support by blaming people of color and others?  
For example:

- *If only* people of color weren’t so angry, impatient, or demanding.
- *If only* people of color realized I am different from other white people. I treat everyone the same.
- *If only* people of color didn’t expect the government to do everything for them and wouldn’t ask for special treatment.

Source: Adapted from *Uprooting Racism: How White People Can Work for Racial Justice*, Paul Kivel

### Action--Activating for Change

- Who do we want to become?

