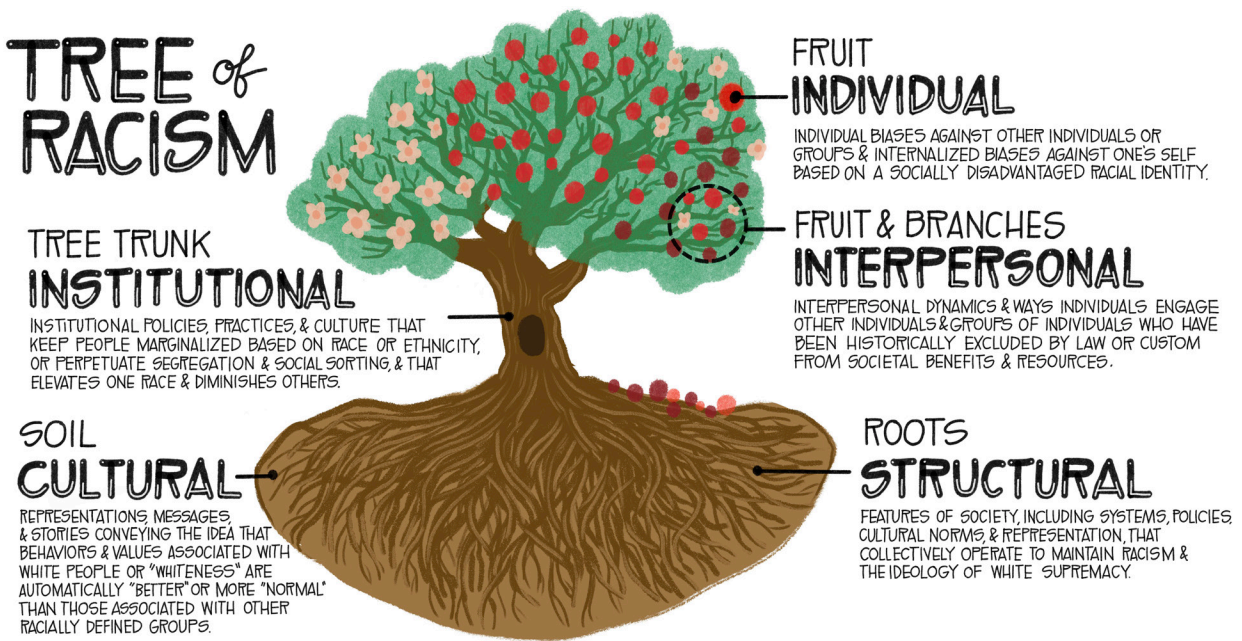


Activity #1: An Individual Lens



Review the tree of racism above and as a team follow the protocol below.



Purpose: This activity was designed to help practitioners develop a Fruit and Root Analysis™ through individual reflection, group discussion, meaning making, and action planning.



Roles: For steps 3–6, designate one person to capture key themes and takeaways from the group discussions.



Time: This activity will take approximately two to three hours (dependent upon number of team members participating).



Process:

1. Getting Started (5–8 min.)

- a. Each individual will review the tree in silence and make notes in response to the following questions: What stands out to you? What do you notice?

- b. At the end of the time, move to the next step in the process.

2. **Describing the Graphic** (*5 min. per person*)
 - a. Upon completion of the silent review, each member of the team will share their responses with each other.
 - b. Team members listen to their colleagues without making judgments.
 - c. After all team members have shared, move to the next step in the process.

3. **Asking Questions about the Graphic** (*10 min. per person + 15 min. group discussion*)
 - a. Upon completion of the graphic description, team members will describe the relationship between the five levels on the tree in their own words:
 - i. Individual
 - ii. Interpersonal
 - iii. Institutional
 - iv. Cultural
 - v. Structural
 - b. Designate one person on the team to capture themes that emerge from the group.
 - c. After everyone shares, the designated person will read all of the themes with the full team.
 - d. The team can spend some time discussing similarities and differences.
 - e. After all discussion is complete, move to the next step in the process.

4. **Speculating about the Meaning** (*30–60 min. group discussion*)
 - a. It's time to make meaning of the graphic. As a group answer the questions below. Designate at least one person to whiteboard the responses.
 - b. As you look at the tree of racism, describe and discuss the following:
 - i. How are these five parts connected to each other?

ii. How are they supporting/upholding one another?

iii. How are they influencing one another?

iv. How does the sum of the parts make up the whole?

- c. Identify the areas where you have similarities and the areas where you have divergence and discuss as a team.
- d. After all discussion is complete, move to the next step in the process.

5. **Discussing Implications for Your Work** (60 min. group discussion)

- a. One person on the team invites everyone to share key takeaways from the meaning making discussion.
- b. One designated person will whiteboard the takeaways, themes, and implications.
- c. The team will discuss the implications of “the tree of racism” on their work. The team can consider the following questions to prompt discussion:
 - i. What are the implications of the intersecting nature of the levels of racism on our work?

ii. What changes do we need to make to the way that we work as a result of our new analysis?

iii. The team can use [this worksheet](#) to capture the responses to similar questions. Adapt this form as needed to capture shifts and changes the team will need to make to address the manifestations of the levels of racism in their organization.



- d. **ACTION:** The team will work together to identify action steps that can be taken to ensure that this new analysis is reflected in their work. Consider using this [action planning template](#) to outline the action steps identified.