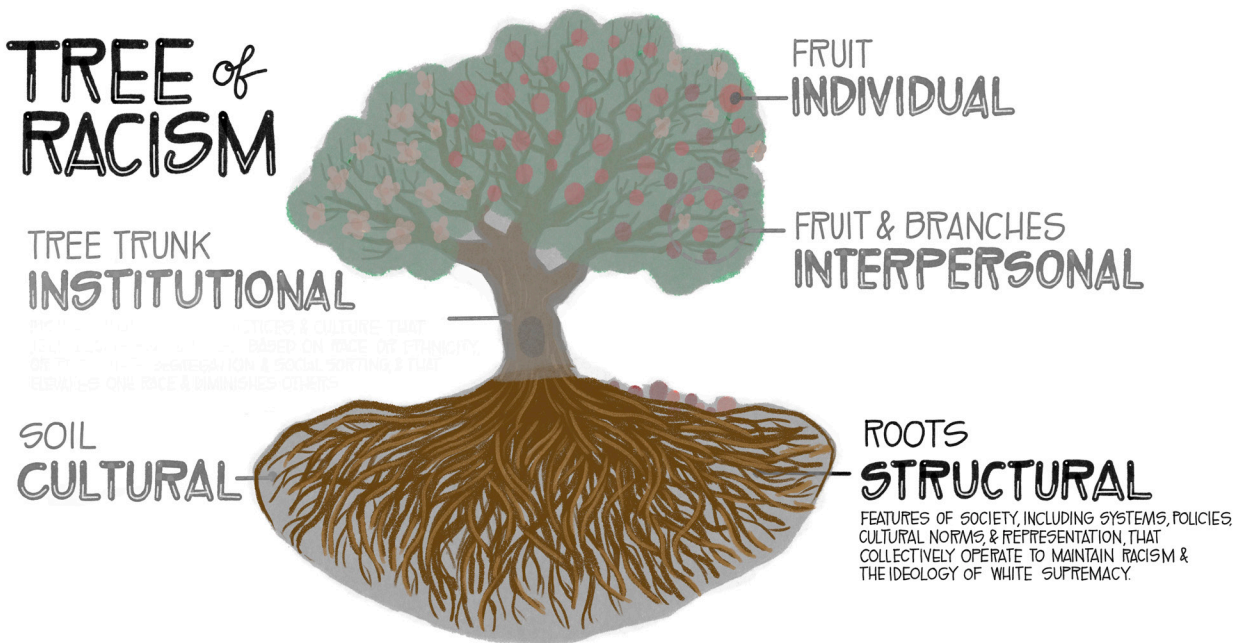


Activity #7: Examining The Roots

Structural Racism



Purpose: This activity is meant to be an honest and reflective exercise with the goal of increasing your awareness of the manifestations of structural racism in your local, state, and regional career and education ecosystem.



Time: This activity will take approximately two to three hours to complete.



Process:

1. Getting Started (15 min.)

- Designate one person to write down all the words that stand out to the team.
- As a team, review the graphic of the tree and read the definition of cultural racism.
- Team members are invited to call out words that stand out to them in the definition.
- Discuss why these words stood out to each of you.
- Review the responses and ask clarifying questions of each other if needed.
- After discussion is complete, move to the next phase in the process.

2. Analyzing the Environment (60 min.)

- Before this discussion, ask the staff to [reference this report](#) for more information about public policies and the way they impede or support progress toward racial equity.
- Designate one person to record the responses to the following questions:
 - Name the primary workforce and education policies in your **state**. How may they be driving/upholding racial disparities?

ii. Name the primary workforce and education policies in your **local areas**. How may they be driving/upholding racial disparities?

iii. How do your state and local policies work together with institutional policies to uphold systems of exclusion? Explain.

iv. What are the public policies (related to workforce and education) that **impede** progress toward racial equity?

v. What are the public policies (related to workforce and education) that **support/drive** progress toward racial equity?



vi. **ACTION:** Review and discuss the responses to the answers as a team. Organize your responses in two categories: Support and Impede.

c. Upon completion of this activity, move to the next step in the process.

3. Implications for Your Work:

a. As a team, review your two categories, Support and Impede, outlined in step 2.

b. As a team, discuss the policies identified in both categories.



c. **ACTION:** For the Support category, develop a plan to galvanize support/advocate for these policies. For the Impede category, brainstorm a strategy to advocate for the removal of these policies.



d. **ACTION:** Identify at least five policies in both categories and examine the policies with [this list](#) of questions.



e. **ACTION:** Develop a set of recommendations that can be used to advocate for more racially equitable policies.

f. Use the responses to each action step above to prioritize your action steps. Consider using [this action planning template](#) to outline the action steps identified.