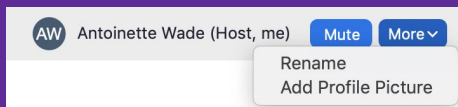


Action items as you're logging in:

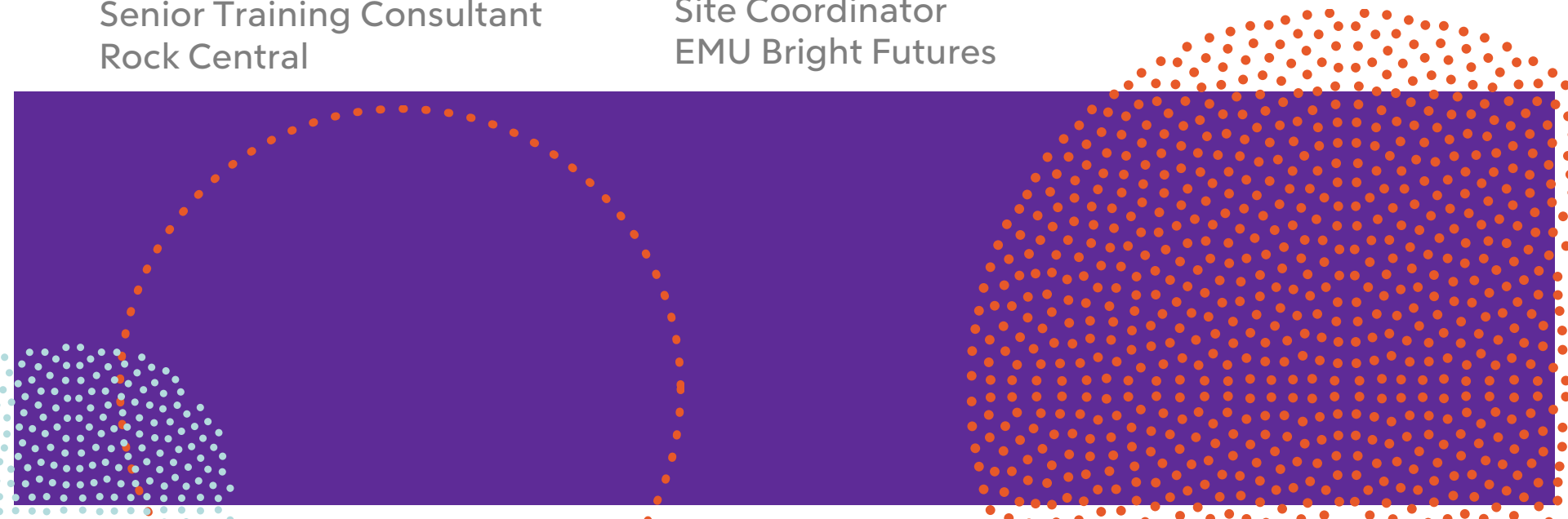
1. Click on *Participant* – hover over your name and select *Rename*. Ensure both your first and last names are listed.
2. Locate the *Chat* box and answer: What do you hope to learn in today's session?
3. Locate the *Reactions* tab and play around with it! Show your favorite reaction 😊



On Becoming An Anti-Racist Organization: Taking Step Zero

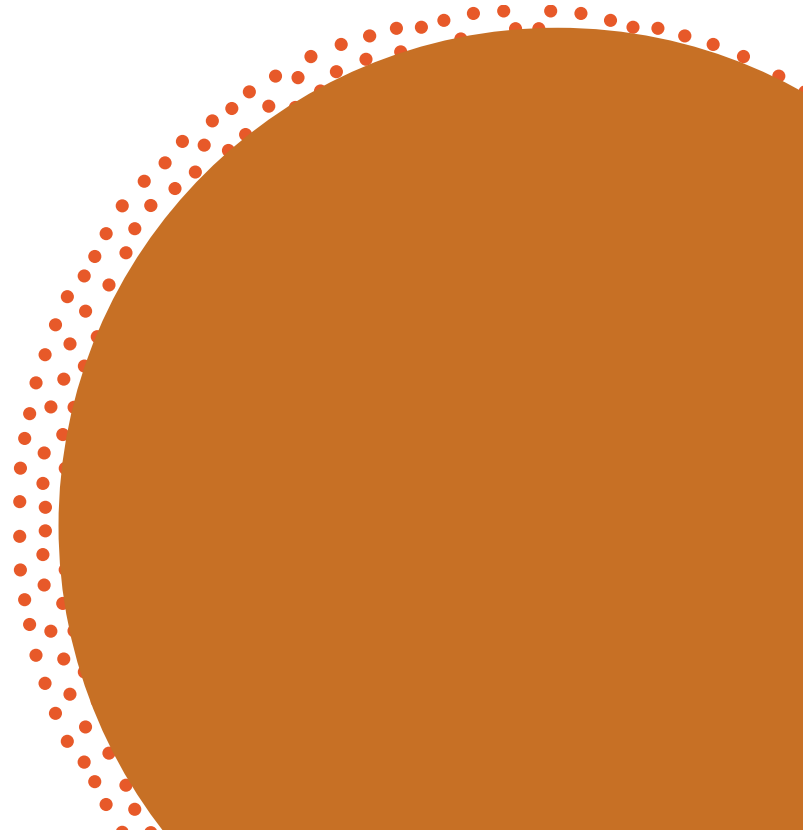
Parish Halsell, M.Ed
Senior Training Consultant
Rock Central

Taylor Davis
Site Coordinator
EMU Bright Futures



Session Overview

1. Workbook page numbers are on slides.
2. Please turn your camera on.
3. Encourage open and honest dialogue.

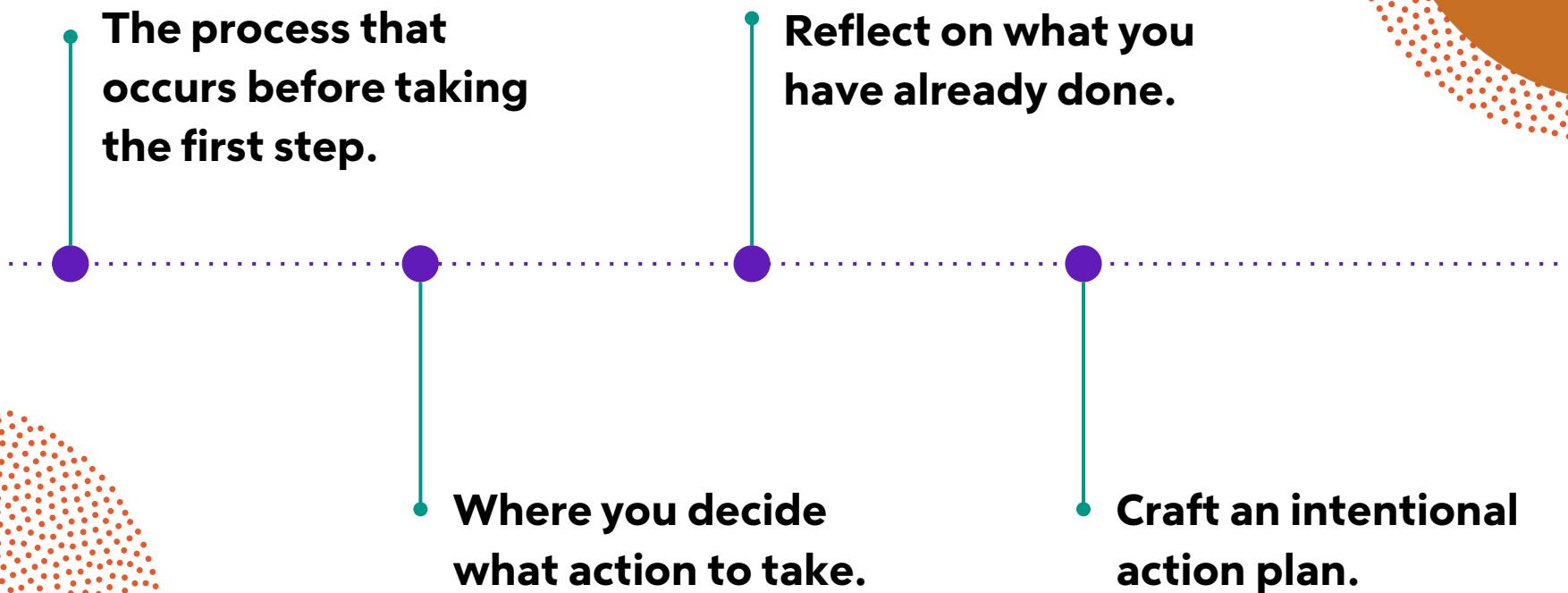




Outcomes

- Discuss the idea of Step Zero.
 - Identify organizational characteristics that contribute to Step Zero.
 - Reflect on your personal and organizational level of readiness.
 - Discuss next steps to address your organization's step zero and create a plan to implement DEI work.
-

What is Step Zero?



Our Story



<https://youtu.be/yZO4167zkE0>

STAFF VIDEO

Page 05

Video Debrief

- **What resonated with you from the video?**
- **What are the commonalities between each staff member?**
- **What are your takeaways?**

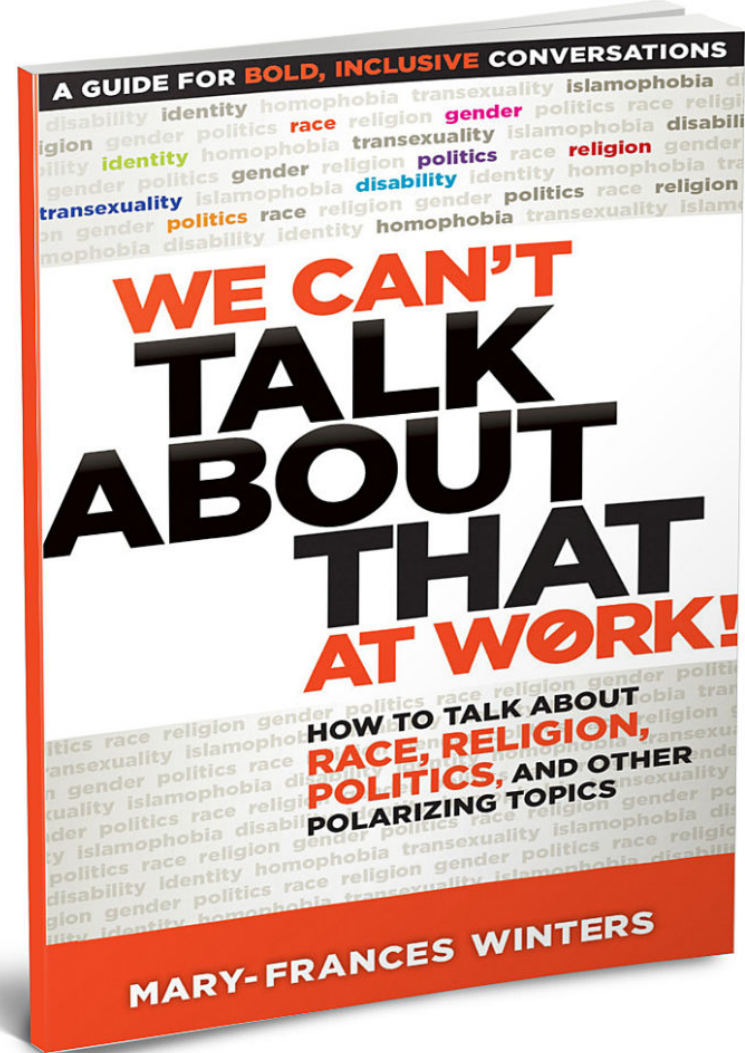


Self Readiness Assessment

- Review the Self-Readiness Assessment.
- Answer each phrase according to your current level of readiness.
- Be honest and transparent.

Page 07

WINTERS, M. (2017). We can't talk about that at work!: How to talk about race, religion, politics, and other ... polarizing topics.





Self-Readiness Assessment

1. How was the experience completing the self-readiness assessment?
2. Has any aspect of your identity impacted your level of readiness? How?
3. Based on your self-readiness assessment, what are your next steps?

Our Step Zero

Components:

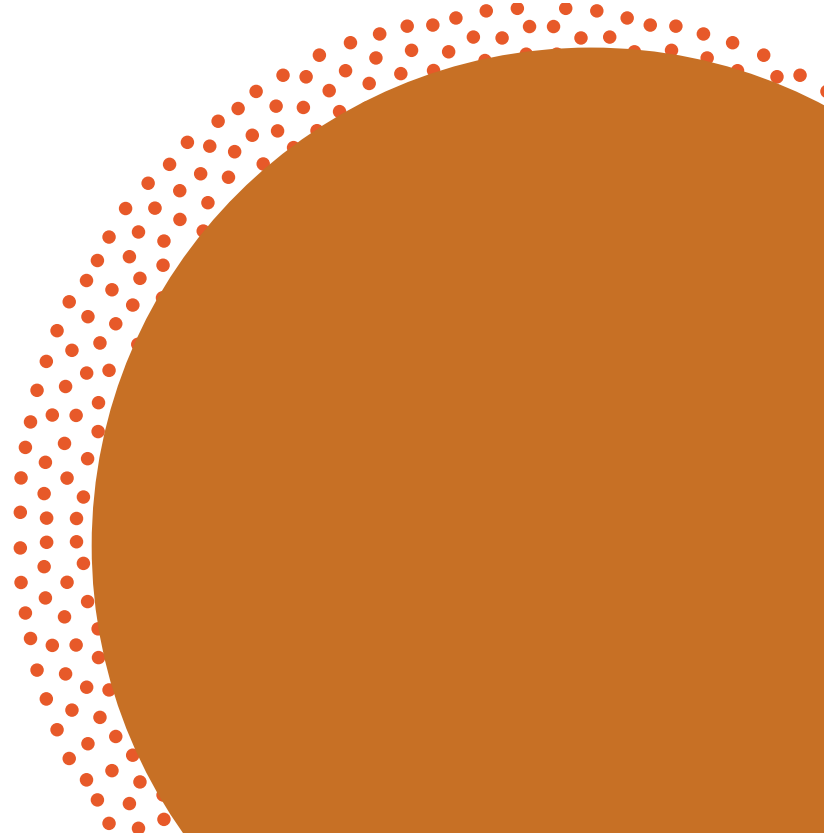
- Culture of Support & Trust
- Social Emotional Learning
- Reflective Practices:
 - Culture of Continuous Improvement
 - Respect for Autonomy in Community
 - Respect of Differences

Consider:

- What have we done in the past?
- What are we just starting to do?
- What barriers might be in place?

Step Zero Inventory

Page 09





Step Zero Inventory

- How was the experience filling out the Step Zero Inventory?
- What did you learn about your organization from the Step Zero Inventory?
- Based on your Step Zero Inventory, as well as the Self-Readiness assessment, are you ready to have critical conversations in the workplace?



Step Zero & Me

1. Turn to the digital Step Zero & Me page in your workbook.
2. Reflect on the questions provided. Consider what we have discussed thus far, and your Step Zero Inventory.

●● Step Zero Characteristics

Remember:

- Culture of Support & Trust
- Social Emotional Learning
- Reflective Practices:
 - Culture of Continuous Improvement
 - Respect for Autonomy in Community
 - Respect of Differences

And consider:

- What have we done in the past?
 - What are we just starting to do?
 - What barriers might be in place?
- 
- A decorative graphic in the bottom right corner consisting of a dotted line that curves upwards and to the right, and a dotted circle below it.

Case Study

- Ms. Jordyn created a Black Lives Matter At School curriculum.
- She received pushback from a parent, which was the first-time receiving pushback in this manner.
- Leaned on supervisor and colleagues for support.

What Step Zero characteristics helped Ms. Jordyn in this scenario?

Remember:

- Culture of Support & Trust
- Social Emotional Learning
- Reflective Practices

And consider:

- What have we done in the past?
- What are we just starting to do?
- What barriers might be in place?

Reflection Matrix

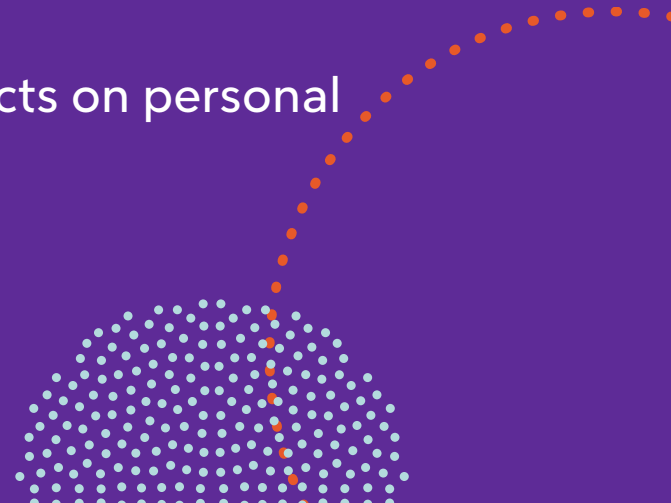
Page 16





Recap

1. Step Zero is what we do/have in place before we take the first step.
2. Must assess your self-readiness as well as your organizational readiness.
3. Skipping Step Zero could have detrimental effects on personal and organizational growth.



QUESTIONS?

Thank you!

