



Tolerance

- You don't see the culture of others, preferring 'color blindness' instead
- You believe skin color / culture have no impact on a person's experiences or access to opportunity
- You uphold values and norms of the dominant culture as universally true and beneficial

Acceptance

- You acknowledge your racial identity and seek affirmation from others like you
- You start exploring your biases and notice yourself in the flow of racism
- You learn the history of racism and name racism in society or your community

Inclusion

- You complexify your understanding of race and identity—yours and other people's
- You understand racism in relationships, making deep connections with people outside your racial group
- You test your courage to confront racist power

Solidarity

- You've fully embraced your whole self, skillfully self-interrupting notions of inferiority / superiority
- You embrace & experience a range of emotions related to race / racism without overwhelm
- You actively engage in collective racial healing and confront & abolish racist power

Towards Racial Solidarity