The diagram below provides details and insight regarding these anticipated phases and is designed to support organizations in their transition through their racial equity development in order to deepen their commitment, understanding and analysis.

**Six Phases of Racial Equity Practice**

**Phase I: Familiar Dysfunction**
- People of Color (POC) expected to "fit in"
- Unaware of historical impact of race and resulting trauma
- Predominately White/White-led

**Phase II: Explicit Commitment to Racial Equity**
- Equilibrium in the organization begins to shift
- People in the organization begin to develop a shared language and framework for understanding racism
- People of Color (POC) begin to hold renewed hope that the organization might become more responsive to their strengths and needs
- White people begin to question what once seemed certain
- Expectations of POC begin to rise, as white people in the organization may become hyper-defensive or sensitive, given the expectation of different behavior

**Phase III: Culture Shift/Not Knowing**
- People of Color (POC) often read white people’s complacency as intentional, they may also equate racial equity with the need for white people to change, which can diminish their sense of power and agency, resulting in high levels of frustration and hopelessness
- White people begin to take every challenge as one to prove they are "good", either by dissociating from other white people, intellectualizing or criticizing the process or seeking approval from POC
- Organizations may begin to blame individuals for doing things "wrong", leads to feeling unsettled and a search for quick fixes

**Organizations that make a commitment to racial equity often move through a predictable set of “phases”. Each phase leads into the phase directly following it. Determining your organization’s racial equity phase can be useful in planning strategic and explicit racial equity goals.**

*Adapted from dR Works’ Racial Equity Stages*
People start to identify their individual and collective power to make change or shift the organization without focusing on depending on others to change. People continue to identify useful and/or effective ways to disagree, looking for the value in different perspectives while assuming positive intent. Caucuses provide support for people to work through challenges related to racial equity work. People begin to sharpen their skills for holding each other accountable with a sense of possibility rather than judgment.

Acknowledging messiness and chaos. Focus on building a culture of appreciation. Begin to identify individual and collective power.

Equity Goals Clarified

Equity Goals Clarified: Explicit Racial Equity Goals Named. Address all 3 levels. Clarify around complexities of the racial equity work.

Equity Practice

Improved open and transparent communication. Culture of support, ongoing learning & accountability. Long-term commitment.

6 Phases of Racial Equity Practice

6 Phases of Racial Equity Practice addressing all three levels.

Phase IV

Phase V

Phase VI

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