# Focusing on Racial Equity as We Work

***Organizing groups should review this list of questions, occasionally, to make sure they are working well together.***

## Who are we?

- Does our group represent all sectors of our community?
- Who's missing?
- What efforts have we made to include all racial groups?
- How well does the leadership in our group reflect our community?

## How do we interact/communicate?

- How do group members interact?
- Describe the racial dynamics in the group. Are we honest about how things are going?
- How comfortable are we discussing our own issues of race with one another?
- How effective are we at working equitably across racial groups and other differences?
- Do we need to set aside time for team building and deeper exploration of the issues?
- Are we all participating fully, or are we holding back and letting others represent our interests/views.

## How are we functioning and making decisions?

- How are meetings run? Who decides?
- How do we decide who will lead the group?
- What are the implications when white people take the lead?

**Continued on back →**

- What dynamics are at play when people of color provide leadership?
- When we plan our meetings, what consideration do we give to racial and cultural differences (location, flexible scheduling, social time/food, time, etc)?
- Whose voices are heard when we make decisions? (Do our leaders make room for all views?)
- Where do we fall short?
- How could we improve?