

Practice the Shift

From...	To...
Blame – Who's a racist?	Causes – What is causing the racial inequity
Intentions – What did they mean? What was their attitude?	Effects – What were the actions? What are the Impacts?
Prejudice- What beliefs made them do it?	Systems – What institutions are responsible?
Grievances- How can we fix what happened?	Solutions- What are proactive strategies?

Which scenario are you working on?

What are some questions that were particularly useful in shifting your focus to the systems level?