

Phase/Focus	Emerge	Coalesce	Bureaucratize	Going Mainstream	Decline
Racist Views					
Marginalizing BIPOC					
Unwillingness to Act					
White Fragility					
Taking Credit for BIPOC Work					

Desired Behaviors:

- Take responsibility
- Listen with respect
- Remove guilt and shame from motivations
- At our side or in own spaces
- Build trust with peers

Pivotal Attention to These Considerations:

- Examine privilege, fragility and structural racism thoroughly
- Defer to BIPOC (make it relevant and real)
- Movement goals over personal goals
- Lead peers on fair credit, attention, spotlight and energy attribution
- Be vulnerable and act on movement efforts in meaningful ways