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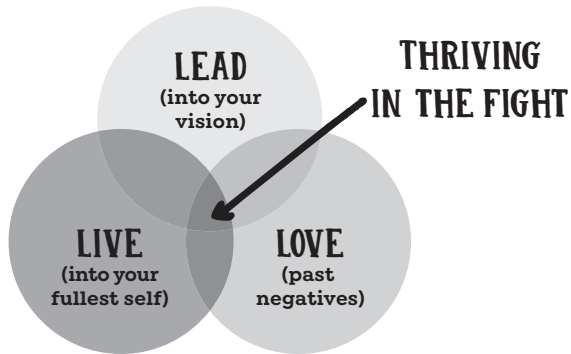
FIGURE 1. Moving from surrendering to thriving

FIVE SYMPTOMS OF WHITE SUPREMACY IN INSTITUTIONS

- individualism
- fear of failure
- fear of open conflict
- binary thinking
- right to comfort (for some)

Credit: *Dismantling Racism*, Tema Okun

FIGURE 2. Five symptoms of white supremacy culture in institutions



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FIGURE 3. Three keys to thriving in the fight

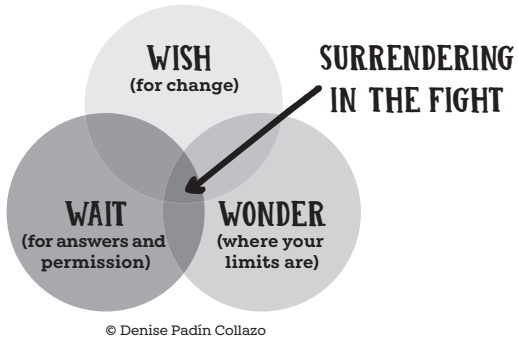


FIGURE 4. Three warning signs of surrendering in the fight

TABLE 1. The spectrum between surrendering and thriving

STATUS	HOW YOU ACT	YOUR IMPACT
Thriving in the fight	Fully integrating chosen family and work Comfortably leading from the front Consistently and strategically disrupting anti-Blackness Crystal clear about your purpose Successfully resourcing your work and helping others do the same	x 10
Winning in the fight	Consistently integrating chosen family and work Leading from the front Consistently disrupting anti-Blackness Leading with purpose Successfully resourcing your own work	x 5
Staying in the fight	Occasionally integrating chosen family and work Leading from the back Occasionally disrupting anti-Blackness Implementing someone else's purpose Partially resourcing your own work	x 4
Surviving in the fight	Compartmentalizing chosen family and work Leading from behind the scenes Noticing and naming anti-Blackness Leading wherever you are needed Struggling to resource your work	x 2
Surrendering in the fight	Sacrificing chosen family for work Following the lead of others who know less than you about your community Pretending anti-Blackness doesn't exist Following the rules set out by others Depending on others to resource your work	x 1

Thanks for your email.

Faith in Action believes in the potential for the transformation of people, institutions, and our larger culture. In an effort to continue transforming the communities in which we live, Faith in Action National has designated each Friday as a day to allow staff to unleash their creativity, develop themselves personally and professionally, and preserve their health. Our offices are closed on Fridays; we will resume normal business hours on Monday.

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FIGURE 5. Family Work Integration out-of-office email reply

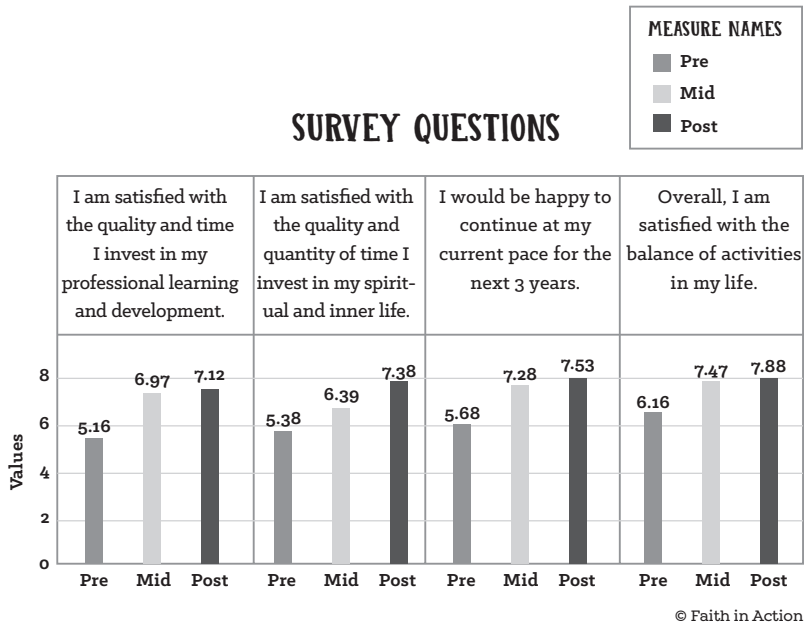


FIGURE 6. Family Work Integration: average weighted scores for key survey questions

SURVEY QUESTIONS

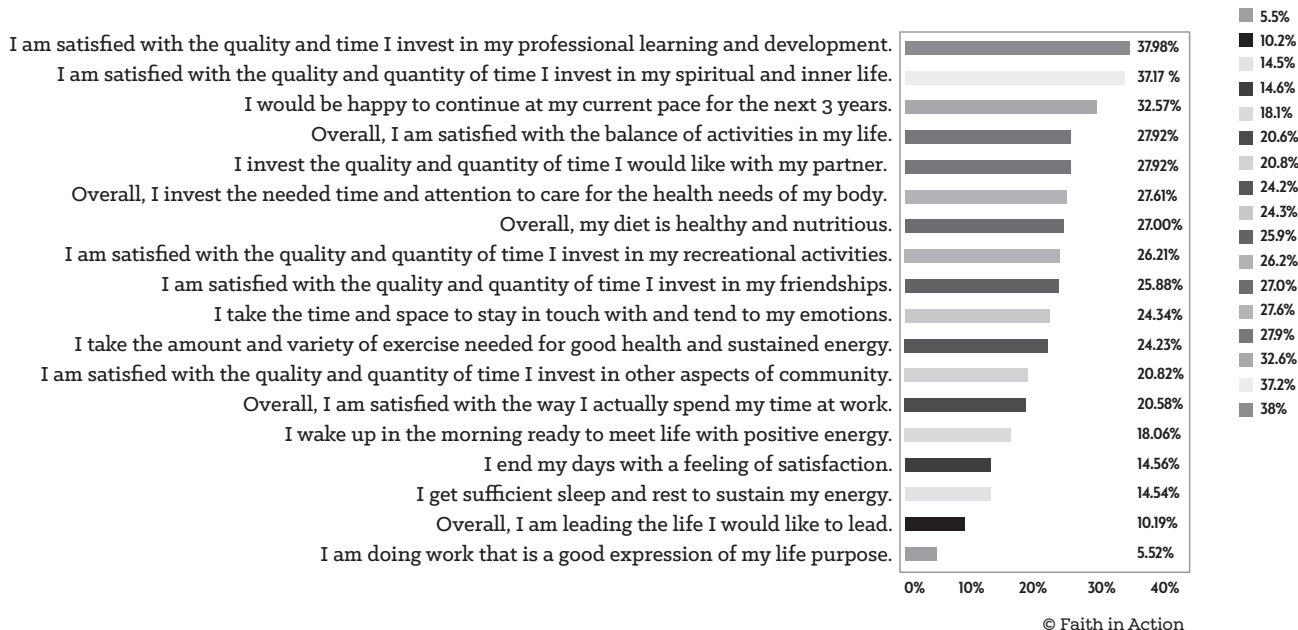


FIGURE 7. Family Work Integration: percentage change from pre-test to post-test survey

TABLE 2. Thrive and surrender cheat sheet

THREE KEYS TO THRIVING IN THE FIGHT	THREE SIGNS OF SURRENDERING THE FIGHT
Lead into your vision.	Wish for a future reality.
Live into your fullest self.	Wonder where your limits are.
Love past negatives that hold you back.	Wait for permission and answers to come from others.

TABLE 3. Public leadership self-assessment worksheet

QUESTION	ANSWER	WHAT'S THE REASON?	CHOOSE ONE WORD FROM THE LIST TO DESCRIBE WHERE YOU ARE NOW: LEAD, LIVE, LOVE, WISH, WONDER, WAIT.
Example: When was the last time you conducted an on-camera interview?	2 years ago	I don't like doing TV interviews.	Wonder (where my limits are instead of pushing myself to do things that are uncomfortable)
If you add up your total number of followers on all social media platforms (Twitter, Facebook, LinkedIn, Instagram, other), how many do you have?			
What is the largest audience to which you've spoken in public?			
When was the last time you volunteered or were asked to speak or present in public?			

QUESTION	ANSWER	WHAT'S THE REASON?	CHOOSE ONE WORD FROM THE LIST TO DESCRIBE WHERE YOU ARE NOW: LEAD, LIVE, LOVE, WISH, WONDER, WAIT.
Do you feel well prepared and fully confident when you speak in public (meetings, webinars, organizational presentations)?			
What tools are you using to get your ideas out into the world?			
How often are you writing to get your ideas out there? Or using live video to share your point of view?			
How are you making sure that your work is recognized?			
What is the most prominent news outlet on which you have been invited to speak?			
What platforms are you creating for other women leaders to show up more fully?			

1. _____
2. _____
3. _____

FIGURE 8. Three things I could do in the next ninety days to grow my public profile

Take a moment to fill out this worksheet. You can decide to fill it out for work, home, or personal spaces like friend groups or volunteer experiences. Check the boxes that apply to you.

I am taking a moment to assess how clear on purpose I am in my leadership.

I am taking a moment to assess how clearly I communicate my purpose in the following setting (fill in which area you're answering for; e.g., home, work, family, congregation, sports team, or other) _____ :

- ☐ When I put forth recommendations or requests, I usually ground them in my purpose and vision.
- ☐ When I make recommendations or requests, they are considered and often adopted by those around me.
- ☐ My actions reflect my purpose and vision.
- ☐ When I feel that a project or relationship is moving off track, I respond by seeking change, by rooting it in my purpose and vision.
- ☐ When I make suggestions or put forth recommendations, my ideas are attributed to me.
- ☐ When I put forth a strategy approach, it is considered with seriousness by others.
- ☐ When I trust my instincts and suggest an alternative approach (e.g., noting that a project or deadline may be unrealistic), my point of view is treasured and heeded.
- ☐ _____
- ☐ _____

Overall, when I lead clear on purpose, I have a positive impact on the lives of others.

1	5	10
<i>Never</i>	<i>Sometimes</i>	<i>All the time</i>

What can you learn from Heather Cabral, Isabel Allende, Jair Marta, and Octavia Butler about leading “clear on purpose”?

FIGURE 9. Clear on purpose worksheet

TABLE 4. Moving from surrendering to thriving when raising money worksheet

RESOURCE	WHAT DOES THRIVING LOOK LIKE?	WHAT DOES SURRENDERING LOOK LIKE?
	<p><i>What behaviors would you exhibit if you were to</i></p> <p>Lead into your vision, Live into your fullest self, and Love past negatives?</p>	<p><i>What behaviors would you exhibit if you were to</i></p> <p>Wish for a future reality, Wonder where your limits are, and Wait for solutions and permission to come from others?</p>
<p>Money (your personal money)</p>	<p>Lead into vision</p> <p>Live into fullest self</p> <p>Love past negatives</p>	<p>Wish for a different future</p> <p>Wonder where your limits are</p> <p>Wait for permission and answers to come from others</p>

RESOURCE	WHAT DOES THRIVING LOOK LIKE?	WHAT DOES SURRENDERING LOOK LIKE?
Money <i>(the money you need to get your job done)</i>	Lead into vision Live into fullest self Love past negatives	Wish for a different future Wonder where your limits are Wait for permission and answers to come from others
Money <i>(the money your organization needs)</i>	Lead into vision Live into fullest self Love past negatives	Wish for a different future Wonder where your limits are Wait for permission and answers to come from others
Money <i>(the money needed for your entire field)</i>	Lead into vision Live into fullest self Love past negatives	Wish for a different future Wonder where your limits are Wait for permission and answers to come from others

TABLE 5. Moving from the money I have to the money I need worksheet

MONEY I HAVE	MONEY I NEED	NAMES OF PEOPLE WHO CAN HELP ME GET THERE
Example: \$1,000 financial gift from Ximena Sanchez	10 more people to support us at that level	Ximena, Frank, Jasmine

MONEY I HAVE	MONEY I NEED	NAMES OF PEOPLE WHO CAN HELP ME GET THERE