

5 Steps To Using Your Privileges, Powers and Talents To Create Sustainable Action Plans To Support

#BlackLivesMatter

Step 1:

Understand the mission of the
Black Lives Matter Movement

Step 2:

Educate yourself on the multitude
of ways Systematic Racism
impacts the Black community

Step 3:

Identify the different roles to
impact Social Change that are
needed to support the movement

Step 4:

Evaluate your privileges, powers
and talents you can use to impact
the movement

Step 5:

Create Your Sustainable Action
Plan and Share it with your
Community

THE STEPS

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Step 1: Understand the mission of the Black Lives Matter Movement

#BlackLivesMatter is more than a hashtag. It is a complex global movement created to fight for the freedom, justice and liberation of black people. Since its founding in 2013, Black Lives Matter has successfully brought more attention to issues directly impacting the Black community including racial injustice, police brutality, criminal justice reform, Black immigration, economic injustice, LGBTQIA+ and human rights, environmental injustice, access to healthcare, access to quality education, and voter rights and suppression. If your goal is to support the movement, you should be well-informed on their efforts. If you haven't already, visit their website www.blacklivesmatter.com and sign up to join the Global Movement.

Step 2: Educate yourself on the multitude of ways Systematic Racism impacts the Black community

America has a long history with racism, that a lot of people believe no longer exists. But systematic racism focuses on the historic, and current policies and practices related to institutional racism which emerged from structural racism. Systematic racism a lot of times doesn't appear to be an overt form of white supremacy. Due to this, a lot of people justify the negative impacts of systematic racism and this contributes to the racial injustices Black people experience. Some critical issues that impact Black people the most are the wealth gap, employment, housing discrimination, incarceration, immigration arrests, infant mortality, education, health care, and food security. Systematic racism is complex and requires a lot of deconstruction from all organizations and individuals in society. It is essential that you become well-informed on how systematic racism is a driving force behind the racial inequalities that the Black Lives Matter Movement is fighting to change. To learn more, the Urban Institute has a collection of articles you can begin reading here: <https://www.urban.org/features/structural-racism-america>

Step 3: Identify the different roles to impact Social Change that are needed to support the movement

The Black Lives Matter protests have been creating so much more exposure to the movement, but they are just one vehicle needed to create real social change. Not everyone is able to participate in protests for various reasons, but there are many different leadership roles needed to create social change. "My Role in the Social Change Ecosystem" created by Deepa Iyer outlines some of the important roles individuals can play in the Black Lives Matter Movement. From artists, to disrupters, to healers, your skills and talents are needed. To learn more about the different roles you can play, visit the link below and be sure to view the Ecosystem Map, Role Meanings and Reflection Guide. <https://medium.com/@dviyer/mapping-our-social-change-roles-in-times-of-crisis-8bbe71a8ab01>.

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Step 4: Evaluate your privileges, powers and talents you can use to impact the movement

There are millions of people who follow and support the Black Lives Matter Movement. Each of us have been blessed with privileges, powers and talents that we use everyday. Some people use their **privileges** to donate money, some people use their **powers** to change policies, some people use their **talents** to create websites. We all have something that we can contribute to the movement, and it is essential you begin to analyze what your role may be.

Privileges: If you are white or white passing, it is essential you understand your white privilege. Once you are able to identify your privileges, you should then imagine what life would be like if you did not have those, as this lack of privilege is often the reality for Black people. If you are new to learning about your privileges, I recommend beginning by reading this article by the National Association of School Psychologists.

<https://www.nasponline.org/resources-and-publications/resources-and-podcasts/diversity/social-justice/understanding-race-and-privilege>

Power: Power is hugely influential in any social change movement. Power ranges from political power, organizational power, entrepreneurial power, and social power. Power isn't always on a grand scale. It can be as big as the University of Minnesota ending their contract with the Minneapolis Police Department after the death of George Floyd, or as "small" as going to vote and bringing 4 friends. Below are the brief descriptions of each power and a few examples of ways you can enact this power in this movement.

Political Power	You hold a position in office or the government that has access to create change or advocate for impactful political agendas and policies. Ex. You hold a seat in office or on a community board that has the ability to change policies. Using your political platform to acknowledge and hold agencies accountable when they perpetuate racial injustices in Black communities, and etc.
Organizational Power	You hold a position in an institution or organization to advocate, or directly change organizational practices. Ex. You can implement or advocate for mandatory training to educate employees on anti-Black racism, you can also strike or protest organizational injustices to advocate for change, and etc.
Entrepreneurial Power	You own enterprises, small or large, and have the authority and control to influence your business model, partnerships and social responsibility initiatives. Ex. Donating Proceeds of your sales to social change organizations, ending partnerships with companies or organizations that support racial injustices, and etc.
Social Power	You have a trusted following or impact in specific communities that you can influence, educate and inspire. Ex. Using Social Media Following to share resources, facts, and ways to take action and support the movement. Updating blogs or websites that are frequented so people are informed on the movement, hosting events in your community that directly impact social change, and etc.

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Talents: Talents are strengths you possess naturally, or skills you have acquired from training. Everyone has “talents” and you more than likely use them everyday consciously or unconsciously. To help you start thinking about the talents you possess, you may want to consider these following categories:

Artistic Talents	Painters, illustrators, musicians, dancers, designers, singers, writers, actors, sculptors, photographers, videographers etc.
Administrative Talents	Accounting, customer service, written and verbal communications skills, organization skills, strategic planning, multitasking etc.
Educational Talents	Facilitation Skills, lesson plan or learning module creations, multilingual, advising or mentorship experience etc.
Leadership Talents	Creative problem solving skills, large event planning skills, relationship building, team development, fundraising skills etc.
Technology Talents	Social Media Skills, data analysis, coding, website development, graphic designers, video editing, Google Drive proficiency etc.

These categories are just areas for you to begin considering, but there are so many areas that are not covered here. Creating social change is multifaceted and we need writers to tell the story, strategic planners to ensure our efforts are successful, learning modules created to educate the community, fundraisers to secure financial support for our cause and coders to build websites. If you are still struggling to identify your talents, it may help to read this article “Identify Your Talents in 9 Easy Steps”. <https://www.lifehack.org/articles/productivity/identify-your-talents-9-easy-steps.html>

Step 5: Create Your Sustainable Action Plan and Share it with your Community

Any movement requires forward steps to advance. This means creating and implementing sustainable action plans to contribute to the Black Lives Matter Movement. A sustainable action plan can create clarity for you and your community on not only your solidarity with the Black Lives Matter Movement, but also your tangible commitment to fight for the freedom, justice and liberation of Black people. After you have confidently completed steps 1-4, you can use this [Sustainable Action Plan Template](#) to begin mapping out the 6 areas below:

1. The issue/s Impacting Black communities you will be supporting.
2. The specific leadership role you will be playing to create social change for this issue.
3. The privilege, power or talent you have that is needed to impact this change.
4. Other leadership roles or organizations that can support your action plan.
5. How you plan on sharing your efforts with your community.
6. Most importantly, to ensure accountability and results, include a deadline date.