

Oppression is taught and can be unlearned.

Institutional racism is not our fault, but it is our responsibility to eradicate.

People learn best when they believe they have more to learn.

Increasing awareness of oneself is a strategy for change.

Listening is a form of action.

Impact and outcomes matter more than intention.

Hurt people hurt people.

Relationships are the foundation of cultural competence.

Hurting, shaming, and blaming are not effective tools for opening minds and changing attitudes and assumptions.

Building relationships across difference is not necessarily the same as confronting systems of oppression.

Challenging racism and white privilege is everyone's work.

It takes sustained effort to change systems. We will not naturally evolve toward greater equity.