

# Ripple Effects Mapping: Racial Equity Action and Support Network (REASN)

## IMPACTING HOW MEMBERS SHOW UP AS PRACTITIONERS

REASN has supported people in changing how they approach their current work. They have adopted new ways of facilitation, implemented new tools such as “Mental Models,” and developed better skills in navigating complex systems and bureaucracies. People are better equipped to advance racial equity efforts because of what they have learned in REASN.

*Having a tangible resource like the Mental Models, I've been able to use them in trainings and in reflection and beyond. Once you name and see your conditioning, you can't stop.*

*I work in the bureaucracy and this was a safe space where I could get my reality check about the way the system operates or when you're hitting your head against something. It's really a clarity for me and guides my work.*

*The philosophy or approach to facilitating this space is not Western. There's a real intentionality to organizing the space and activities in ways that aren't linear and white. I think just the practice of doing what you're doing is disruptive because it models something else. There's a way for us to connect with a different model.*

## FOSTERING CONNECTIONS AND SUPPORT AMONG PEOPLE DOING RACIAL EQUITY WORK

REASN has helped people develop new relationships with other people doing racial equity work. These relationships have fostered a coalition of support for them to strengthen their efforts in this field.

*The coalitions that we're building go against the hopelessness I was feeling. REASN is dynamic, caring, and cooperative.*

*The urgency of this work has been validated and emphasized and it has led to a more courageous work knowing there is a support network behind me. I have a group of individuals behind me to gain pointers or support.*



REASN



## BUILDING COURAGE AND CONFIDENCE TO DO RACIAL EQUITY WORK OUTSIDE OF REASN

REASN has contributed to shifts in understanding racial equity work and has supported people in building their confidence to initiate conversations around racism and white supremacy in their professional work.

*I have more language and confidence with talking about and naming white supremacy. The more I'm able to talk about it, the more I'm able to say this is a real thing.*

*One of the impacts I have felt is going into a new space to see if people are talking about equity, if it's ever been on an agenda or ever come up. If not, being the one to raise it or ask “can we talk about it?” I don't know if I would have been listening for it or thinking about it.*

## FOSTERING NEW AND DEEPENED WAYS OF THINKING ABOUT RACIAL EQUITY WORK

REASN has supported people in developing a deeper understanding of systems, white supremacy, and colonization. This knowledge development has helped to shift their mindsets about racial equity and strengthen their approaches to this work.

*Communal analysis and collective meaning making. Decolonizing our thinking and zooming out to see things systematically leads to insights for more effective action, different starting place.*

## BUILDING A HEALING SPACE FOR PEOPLE DOING RACIAL EQUITY WORK

REASN is a source of emotional support for people working for racial equity. Participants in REASN have built trust and safety among themselves and with the facilitators, and are able to have open conversations about the struggles they have in their work.

*REASN provides a nurturing space where we can be our whole selves, grapple with hard things and still come out more optimistic than before.*

*People I trust in this work are here. I value the pushback and welcome the feedback. I was not prepared for this type of conversation and now I can bring this stuff in. You leave here feeling better than when you came.*

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