

## Advocate Skills Worksheet

Advocates are people who recognize the value of pro-equity change. They have developed some expertise in the equity framework and principals, and have enthusiasm for it. They can explain the value of the change and the methods for getting there to their colleagues. (Adapted from Creating Contagious Commitment: Applying the Tipping Point to Organizational Change, by Andrea Shapiro)

Advocates/Change Agents strive to:

- ▶ Articulate a compelling case for equity change
- ▶ Share experience with equity work; examples & concrete stories
- ▶ Tap dissatisfaction with current conditions, hopes and aspirations of others
- ▶ Communicate the way forward for creating racial equity
- ▶ Be hopeful; determined, resilient, committed

What stands out for you in this list of skills and why?

What do you think is the greatest challenge about any of these skills?

In which of the above skills are you strong in and which skills would you like to grow?  
What are possible strategies for building them?

What kind of support for increasing the skills you want to grow would be the most beneficial?