

ACCOUNTABILITY FOR ACTION PLAN

The journey to change requires each of us to act at three levels. Practicing accountability and sharing our stories of action can inspire and energize others. Three entry points¹ for action allow each person to enter into action based on their own experience.

Personal action. Act within yourself and your own life to improve personal reflection and insight; examine your own strengths, challenges, and implicit biases. Commit to personal accountability as a lifestyle.

Group or organizational action. Move out into a community to connect with others, engage in critical conversations, work with/within an existing organization, form a new one and/or take other collaborative actions.

Institutional action/systemic change. Take broader action to critically examine and correct power imbalances, inequitable organizational and workplace structures, cultures, policies, curricular biases and other sources of privilege and oppression within institutions, systems and their interrelated parts and contexts.

1. Thinking about your organization, identify an issue that seems compelling and urgent to you. What is that issue? Be as specific as possible.
2. Who is most impacted by this issue? How will you approach your concern so that you can be part of a partnership for change?
3. What is your commitment to taking action on your concern? Describe your level(s) of action, the specific action(s) you will take and your next steps. Again, be very specific. Use other pages if needed.
4. What do you need to be successful?
5. How will you track and celebrate your success?

¹ Alyn, J. & Cabbil, L. (2018). Silence is violence and inaction gives traction to white supremacy. *Understanding and Dismantling Privilege Journal*. 8(1), 112-120 and Alyn, J. & Roberts V. (2018). Accountability for action: Moving from conference to community. *Understanding and Dismantling Privilege Journal*. 8(1), 121-126.