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| **Logo  Description automatically generated**  **Building on Strength**   1. **We bring a great deal of strength to the challenge of countering racism – we need to acknowledge that and build on it.** 2. **There is also new awareness and knowledge to gain as well as skills and characteristics to deepen and/or develop.** 3. **Some development needs to be immediate. Some will develop as we engage in the short term. And some will be a significant stretch that will require a good deal of effort and time.** 4. **As with most challenges ion this journey to counter racism, building on strength is best done with others.** | | | |
|  | **Characteristics** | **Skills/Competencies** | **Knowledge** |
| **Strengths to Build On** | ♦  ♦  ♦  ♦  ♦  ♦  ♦  ♦ | ♦  ♦  ♦  ♦  ♦  ♦  ♦  ♦ | ♦  ♦  ♦  ♦  ♦  ♦  ♦  ♦ |
| **Immediate Build** | ♦  ♦  ♦ | ♦  ♦  ♦ | ♦  ♦  ♦ |
| **Developmental Build** | ♦  ♦  ♦ | ♦  ♦  ♦ | ♦  ♦  ♦ |
| **Stretch Build** | ♦  ♦  ♦ | ♦  ♦  ♦ | ♦  ♦  ♦ |

**Note.** This is a Word document, so it will expand to accommodate your thoughts and it can be revised to best match your style/needs.

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