Protractor of Racial Justice
Adapted from the Social Barometer by Katrina Shields, who acknowledges David H. Albert

There is no neutral.

Strategies:
Inform
Win over
Build a relationship
Encourage participation
Provide opportunities to support you
Empower
Build capacity, skills, and tools
Increase cohesion
Identify and contact
Provide feedback
Encourage
Actively support and nurture

Strategies:
Don’t provoke into action
Give opportunities to change position
Recognize actual needs and fears
Arouse doubts
Build a relationship
Soft on person, hard on problem
Reveal motives
Set boundaries
Work to change behavior, not mind

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