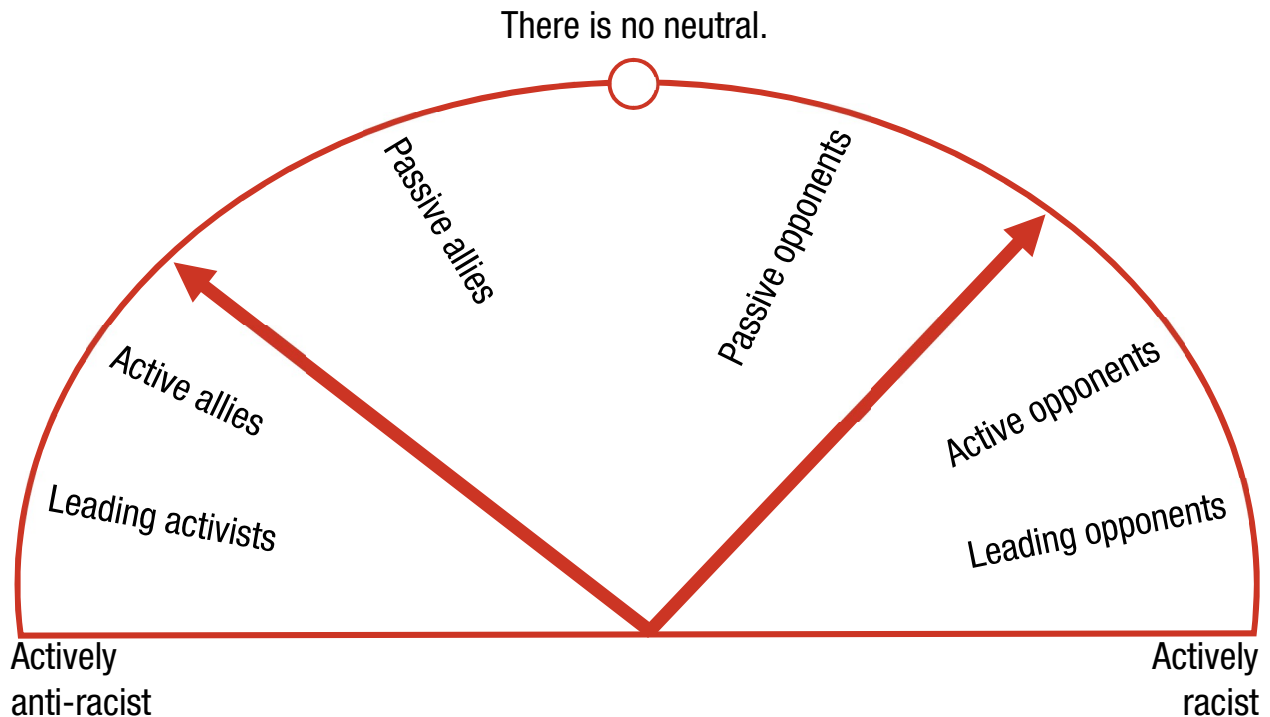


## Protractor of Racial Justice

Adapted from the Social Barometer by Katrina Shields, who acknowledges David H. Albert



### 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