

Antiracism Listening and Learning Series

Emergent Strategy | Syllabus | Session Resources & Reflective Exercises

Session #	Read in Emergent Strategy	Nature of the Element	Pre-Reflective Activity Before each class session, in addition to the reading, please respond to the prompts below:	Resources Other related readings: Not required but encouraged. Some will be explicitly referred to in sessions.
1	Fractal Intro Pp 51 -66	The Relationship Between Small Scale & Large	- Pick and write your favorite quote - Free write- why is this a guiding light for you?	The Somatic Arc of Transformation Black Radical Imagination I – Emergent Strategy Medium Fractals Jonathan Reyes
1	Interdependent and Decentralized Pp 83 -102	Who We Are & How We Share		Building Resilient Organizations: Toward Joy and Durable Power in a Time of Crisis by Maurice Mitchell (also available as audio) The Politics of Care and the Idea of Healing Justice by Deva Woodley
2	Intentional Adaptation Pp 67 - 82	How We Change	Prompt: Thinking of the quote below, what are some of the “default reactions to change” you’ve been able to move through in the organizational spaces you are part of? Quote: “As an individual, developing your capacity for adaptation can mean assessing your default reactions to change and whether those reactions create space for opportunity, possibility, and continuing to move towards your vision.”	Medium Intentional Adaptation Jonathan Reyes Hindsight, insight, and foresight: The power (and shortcomings) of our decision-making
3	Nonlinear and Iterative Pp 103 - 121	The Pace & Pathways of Change	Based on your understanding of the five gates of grief and the five anchors of healing, what does this adrienne marie brown quote mean to you regarding change? Grief is the growing up of the heart that bursts boundaries like an old skin or a finished life. That grief is gratitude. that water seeks scale, that even your tears seek the recognition of community.	The Five Anchors for Healing from Racial Trauma (Resmaa Menakem) How can nonprofits apply the principles of Emergent Strategy to their communications? (also available as audio) Descriptions of the Five Gates of Grief are based on Francis Weller’s book: The Wild Edge of Sorrow: Rituals of Renewal and the Sacred Work of Grief Martin Precitel Intro to The Smell of Rain on Dust White Supremacy Culture by Tema Okun

4	Resilient, Rooted & Transformative Justice Pp 122 - 150	How We Recover & Transform	Transformative justice often requires the work of emotional justice, which requires us to work through our feelings, reimagine our focus, and build the future	No dismantling without intimate reckoning' Wheel of Change Planning Template We will do complete this in the live session
5	Creating More Possibilities Pp 151 -165	How We Move Toward Life	What keeps you grounded and inspires you in this work?	The gift of strawberries - Ch. of Braiding Sweetgrass Kimmerer
N/A	N/A	Additional Resources	Lehigh University Antiracist Glossary and Terms Racial Equity Tools Glossary	Transforming Organizations