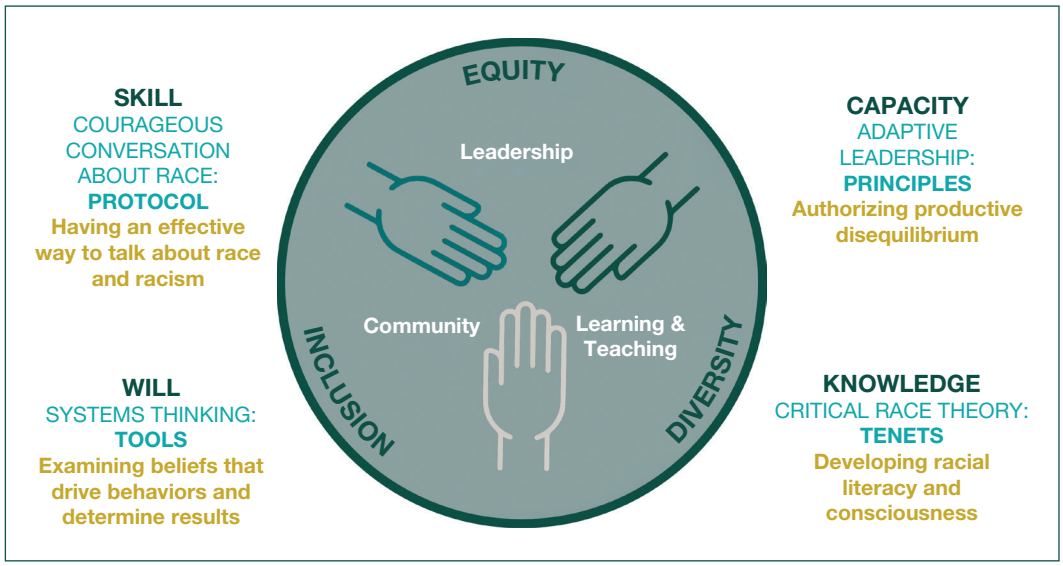Figure 12.1 Courageous Conversation Systemic *Racial Equity* Transformation Framework