Continuum on Becoming an Anti-Racist Multi-Cultural Institution

WHERE INSTITUTIONS ARE NOW MONOCULTURAL → → → MULTICULTURAL → →			WHERE INSTITUTIONS NEED TO GO → → ANTI-RACIST → → → ANTI-RACIST MULTICULTURAL		
1. A SEGREGATED INSTITUTION • Pre-1960's legalized structures of segregation • Intentional and public exclusion of African-Americans, Native-Americans, Latinos/Hispanics, Asian-Americans and Arab-Americans • White power and privilege and dominance of People of Color is inscribed throughout institution • Intentional and public enforcement of racist status quo throughout institution • Institutionalization of racism includes formal policies and practices, teachings, and decision making on all levels • Institution usually has similar intentional policies and practices toward other socially oppressed groups such as women, gays and lesbians, Third World citizens, etc.	**2. A "CLUB" INSTITUTION** • Publicly obeys the laws of desegregation; removes signs of intentional exclusion • Tolerant of a limited number of People of Color with "proper" perspective and credentials But ... • White constituency still exclusive and paternalistic in its attitudes and actions, and often declares, "We don't have a problem." • Continues its organizational structure, mission and self-understanding as a White institution serving a predominantly White constituency • Continues to maintain White power and privilege through its *de facto* policies and practices, teachings, and decision making on all levels of institutional life • May still secretly limit or exclude People of Color in contradiction to public policies."	**3. A MULTICULTURAL INSTITUTION** • Develops official policies and practices regarding multicultural diversity and inclusiveness • Sees itself as "non-racist" institution with open doors to People of Color • Carries out intentional inclusiveness efforts, recruiting "someone of color" on committees or staff But... • "Not those who make waves" • Little or no contextual change in power structure, culture, policies, and decision- making • Is still relatively unaware of continuing patterns of White privilege, paternalism and control • Increasing discord about diversity, and signs of failure of programs of multicultural diversity • People of Color increasingly express dissatisfaction or leave institution	**4. *IDENTITY CHANGE* - AN ANTI-RACIST INSTITUTION** • **Programs of anti-racism training are instituted, resulting in a common analysis of systemic racism and a growing understanding of racism as barrier to effective diversity** • **A consciousness of White power and privilege emerges, and an increasing commitment to eliminate inherent White advantage** • **Cross-racial relationships are deepened and White people begin to develop accountability to People of Color.** • **Through auditing and evaluation, the analysis is applied to all levels of the institution** • **A critical mass of leadership and constituency claims an anti-racist identity and a vision of an anti-racist institution.** • **A transition to Stage Five is initiated by a formal decision to institutionalize an anti-racist identity within the institution's identity documents and throughout the structures and culture of the institution.**	**5. *STRUCTURAL CHANGE* - A TRANSFORMING *INSTITUTION*** • **Institution commits to new stage of redesigning, restructuring, and institutionalizing anti-racist identity.** • **Restructuring ensures full participation of People of Color in decision making and other forms of power sharing on all levels of the institutions life and work.** • **Inclusion of worldviews, cultures and lifestyles of People of Color is ensured in all aspects of institutional life.** • **Authentic and mutually accountable anti-racist relationships are structured between People of Color and White people within the institution.** • **There are similar institutional changes toward other socially oppressed groups, including women, gays and lesbians, Third World citizens, etc.** • **There is within the institution a sense of restored community and mutual caring.**	**6. A CHANGING INSTITUTION IN A CHANGNG SOCIETY** • **Institutions affirm the necessity of anti-racist relationships between the institution and the larger society.** • **Institutions commit to participation in the struggle to dismantle racism in the wider community.** • **All relationships and activities between institutions and communities are redefined and rebuilt based on anti-racist commitments** • **Clear lines of mutual accountability are built between the institution and racially oppressed people in the larger society.** • **Institutional alliances with others in society ensure links to all aspects of social justice, particularly to issues of global interdependence and international structures of justice and equality**

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The People's Institute for Survival and Beyond
Principles of Anti-Racist Organizing™
To Build a Movement for Social Justice and Equity

Undo Racism – We understand racism as a dehumanizing ideology that is the single most critical barrier to building effective coalitions for social change. Racism has been consciously and systematically constructed. It can be undone as people understand what it is, where it comes from, how it functions and why it is perpetuated.

Understand, Share and Celebrate Culture – We recognize culture as a way of life - the life support system of a community. When people understand, respect and nurture their culture, they get a sense of their own power. In the United States the dominant culture has been dehumanized by racism. Understanding this dominant culture is the first step toward transforming it into a humane culture.

Learn from History – We believe that history is a tool for effective organizing. History teaches that all institutions in the U.S. have roots that can be traced back or linked to periods of genocidal enslavement or separate-but-equal policies that have created inequities in wealth, access to and control of those institutions. As individuals and organizations research our history, we are able to use anti-racist principles to create a more just and equitable future.

Analyze Manifestations of Racism – We identify manifestations of racism in ***individuals, institutions, culture, language*** and in our relationship to our ***environment.*** These forms of racism are interrelated. For example, individual racism is nurtured by the dominant culture and backed up by institutions. Racism manifested as ***militarism*** is enforced by police at home and armies abroad. In order to dismantle racism we must analyze the power of its interlocking manifestations.

Network – We recognize that the growth of a movement for social transformation requires networking – "building a net that works." Networking means building principled relationships based on humane values. These relationships, in turn, allow us to create alliances across issues and ideologies that otherwise tend to divide us. As the movement develops strong networks, people are less likely to fall through.

Undo Internalized Racial Oppression – We understand that Internalized Racial Oppression manifests itself both as ***Internalized Racial Inferiority*** and as ***Internalized Racial Superiority.*** It leads individuals, institutions and whole systems to accept and act out definitions of individuals and groups that are rooted in a racial construct that designates one or more "races" as inferior and others as superior. Over many generations, ***internalized racial inferiority*** expresses itself in such self-defeating behaviors as self-blame, rage, colorism, ethnocentrism, denial, etc. The process of ***internalized racial superiority***, over generations, gives those designated as a "superior race" unearned privileges and unacknowledged power and often makes their racial advantages invisible to them. Naming and analyzing Internalized Racial Oppression are first steps in overcoming its debilitating effects.

Develop Leadership – We believe that anti-racist organizers need to be intentionally and systematically developed within local communities and organizations. We especially encourage and mentor young people and grassroots leaders to find their voice and assume their rightful roles as anti-racist organizers.

Maintain Accountability – We have learned that to organize with integrity requires that we be accountable to those communities that struggle with racism. Individuals and institutions that serve, work on behalf of, and obtain resources in the name of those communities must respect and follow their collective leadership.

Reshape Gatekeeping – We recognize that persons who work in institutions often function as gatekeepers who ensure that the institution perpetuates itself. Gatekeepers who operate with anti-racist values and who maintain an accountable relationship with the community can help to generate institutional transformation rather than perpetuate an unjust status quo.

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