

## Continuum on Becoming an Anti-Racist Multicultural Organization

<b>MONOCULTURAL ==&gt; MULTICULTURAL ==&gt; ANTI-RACIST ==&gt; ANTI-RACIST MULTICULTURAL</b> <i>Racial and Cultural Differences Seen as Deficits ==&gt; Tolerant of Racial and Cultural Differences ==&gt; Racial and Cultural Differences Seen as Assets</i>					
<b>Exclusive</b>	<b>2. Passive</b>	<b>3. Symbolic Change</b>	<b>4. Identity Change</b>	<b>5. Structural Change</b>	<b>6. Fully Inclusive Anti-Racist Multicultural Organization in a Transformed Society</b>
<b>An Exclusionary Institution</b>	<b>A "Club" Institution</b>	<b>A Compliance Organization</b>	<b>An Affirming Institution</b>	<b>A Transforming Institution</b>	<b>A Transformed Society</b>
<ul style="list-style-type: none"> <li>• Intentionally and publicly excludes or segregates African Americans, Native Americans, Latinos, and Asian Americans</li> <li>• Intentionally and publicly enforces the racist status quo throughout institution</li> <li>• Institutionalization of racism includes formal policies and practices, teachings, and decision making on all levels</li> <li>• Usually has similar intentional policies and practices toward other socially oppressed groups such as women, LGBTQ+, Immigrants, etc.</li> <li>• Openly maintains the dominant group's power and privilege</li> </ul>	<ul style="list-style-type: none"> <li>• Tolerant of a limited number of "token" People of Color and members from other social identify groups allowed in with "proper" perspective and credentials.</li> <li>• May still secretly limit or exclude People of Color in contradiction to public policies</li> <li>• Continues to intentionally maintain white power and privilege through its formal policies and practices, teachings, and decision making on all levels of institutional life</li> <li>• Often declares, "We don't have a problem."</li> <li>• Monocultural norms, policies and procedures of dominant culture viewed as the "right" way" business as usual"</li> <li>• Engages issues of diversity and social justice only on club member's terms and within their comfort zone.</li> </ul>	<ul style="list-style-type: none"> <li>• Makes official policy pronouncements regarding multicultural diversity</li> <li>• Sees itself as "non-racist" institution with open doors to People of Color</li> <li>• Carries out intentional inclusiveness efforts, recruiting "someone of color" on committees or office staff</li> <li>• Expanding view of diversity includes other socially oppressed groups</li> </ul> <p style="text-align: center; margin: 10px 0;"><i>But...</i></p> <ul style="list-style-type: none"> <li>• "Not those who make waves"</li> <li>• Little or no contextual change in culture, policies, and decision making</li> <li>• Is still relatively unaware of continuing patterns of privilege, paternalism and control</li> <li>• Token placements in staff positions: must assimilate into organizational culture</li> </ul>	<ul style="list-style-type: none"> <li>• Growing understanding of racism as barrier to effective diversity</li> <li>• Develops analysis of systemic racism</li> <li>• Sponsors programs of anti-racism training</li> <li>• New consciousness of institutionalized white power and privilege</li> <li>• Develops intentional identity as an "anti-racist" institution</li> <li>• Begins to develop accountability to racially oppressed communities</li> <li>• Increasing commitment to dismantle racism and eliminate inherent white advantage</li> <li>• Actively recruits and promotes members of groups have been historically denied access and opportunity</li> </ul> <p style="text-align: center; margin: 10px 0;"><i>But...</i></p> <ul style="list-style-type: none"> <li>• Institutional structures and culture that maintain white power and privilege still intact and relatively untouched</li> </ul>	<ul style="list-style-type: none"> <li>• Commits to process of intentional institutional restructuring, based upon anti-racist analysis and identity</li> <li>• Audits and restructures all aspects of institutional life to ensure full participation of People of Color, including their world-view, culture and lifestyles</li> <li>• Implements structures, policies and practices with inclusive decision making and other forms of power sharing on all levels of the institutions life and work</li> <li>• Commits to struggle to dismantle racism in the wider community, and builds clear lines of accountability to racially oppressed communities</li> <li>• Anti-racist multicultural diversity becomes an institutionalized asset</li> <li>• Redefines and rebuilds all relationships and activities in society, based on anti-racist commitments</li> </ul>	<ul style="list-style-type: none"> <li>• Future vision of an institution and wider community that has overcome systemic racism and all other forms of oppression.</li> <li>• Institution's life reflects full participation and shared power with diverse racial, cultural and economic groups in determining its mission, structure, constituency, policies and practices</li> <li>• Members across all identity groups are full participants in decisions that shape the institution, and inclusion of diverse cultures, lifestyles, and interest</li> <li>• A sense of restored community and mutual caring</li> <li>• Allies with others in combating all forms of social oppression</li> <li>• Actively works in larger communities (regional, national, global) to eliminate all forms of oppression and to create multicultural organizations.</li> </ul>