

CONTINUUM ON BECOMING AN ANTI-RACIST MULT-CULTURAL INSTITUTION

MON-CULTURAL → → → MULTI-CULTURAL → → → ANTI-RACIST → → → ANTI-RACIST MULTI-CULTURAL					
<i>Racial and Cultural Differences Seen as Deficits</i>	<i>Tolerant of Racial and Cultural Differences</i>	<i>Racial and Cultural Differences Seen as Assets</i>	<i>Racial and Cultural Differences Seen as Assets</i>	<i>Racial and Cultural Differences Seen as Assets</i>	<i>Racial and Cultural Differences Seen as Assets</i>
<p>1. EXCLUSIVE</p> <p>A SEGREGATED INSTITUTION</p> <ul style="list-style-type: none"> • Intentionally and publicly excludes or segregates African Americans, Arab Americans, Native Americans, Latinos and Asian Americans • Intentionally and publicly enforces the racist status quo throughout the institution • Institutionalization of racism includes formal policies and practices, teachings, and decision making on all levels • Usually has similar intentional policies and practices toward other socially oppressed groups such as women, disabled, elderly and children, gays, lesbians, bi-sexual, transgender and queers, Third World citizens, etc. 	<p>2. PASSIVE</p> <p>A “CLUB” INSTITUTION</p> <ul style="list-style-type: none"> • Tolerant of a limited number of People of Color with “proper” perspective and credentials • May still secretly limit or exclude People of Color in contradiction to public policies • Continues to intentionally maintain white power and privilege through its formal policies and practices, teachings, and decision making on all levels of institutional life • Often declares, “We don’t have a problem.” 	<p>3. SYMBOLIC CHANGE</p> <p>A MULTICULTURAL INSTITUTION</p> <ul style="list-style-type: none"> • Makes official policy pronouncements regarding multicultural diversity • 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 office staff • Expanding view of diversity includes other socially oppressed groups such as women, disabled, elderly and children, lesbians and gays, Third World citizens, etc. <p style="text-align: center;"><i>But....</i></p> <p style="text-align: center;">“Not those who make waves”</p> <ul style="list-style-type: none"> • Little or no contextual change in culture, policies, and decision-making • Is still relatively unaware of continuing patterns of privilege, paternalism and control 	<p>4. IDENTITY CHANGE</p> <p>AN ANTI-RACIST INSTITUTION</p> <ul style="list-style-type: none"> • Growing understanding of racism as barrier to effective diversity • Develops analysis of systemic racism • Sponsors programs of anti-racism training • New consciousness of institutionalized white power and privilege • Develops intentional identity as an “anti-racist” institution • Begins to develop accountability to racially oppressed communities • Increasing commitment to dismantle racism and eliminate inherent white advantage <p style="text-align: center;"><i>But....</i></p> <ul style="list-style-type: none"> • Institutional structures and culture that maintain white power and privilege still intact and relatively untouched. 	<p>5. STRUCTURAL CHANGE</p> <p>A TRANSFORMING INSTITUTION</p> <ul style="list-style-type: none"> • Commits to process of intentional institutional restructuring, based upon anti-racist analysis and identity • Audits and restructures all aspects of institutional life to ensure full participation of People of Color, including their world-view, culture and lifestyles • Implements structures, policies and practices with inclusive decision making and other forms of power sharing on all levels of the institutions life and work • Commits to struggle to dismantle racism in the wider community, and builds clear lines of accountability to racially oppressed communities • Anti-racist multicultural diversity becomes an institutionalized asset • Redefines and rebuilds all relationships and activities in society, based on anti-racist commitments 	<p>6. FULL INCLUSIVE</p> <p>A TRANSFORMED INSTITUTION IN A TRANSFORMED SOCIETY</p> <ul style="list-style-type: none"> • Future vision of an institution and wider community that has overcome systemic racism • 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 • Full participation in decisions that shape the institution, and inclusion of diverse cultures, lifestyles, and interests • A sense of restored community and mutual caring • Allies with others in combating all forms of social oppression.