

# CONTINUUM ON BECOMING AN ANTI-RACIST MULTI-CULTURAL INSTITUTION

MONOCULTURAL → → →		MULTICULTURAL → → →		ANTI-RACIST → → →		ANTI-RACIST MULTICULTURAL	
<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>			
1. EXCLUSIVE	2. PASSIVE	3. SYMBOLIC CHANGE	4. IDENTITY CHANGE	5. STRUCTURAL CHANGE	6. FULLY INCLUSIVE		
A SEGREGATED INSTITUTION	A 'CLUB' INSTITUTION	A MULTICULTURAL INSTITUTION	AN ANTI-RACIST INSTITUTION	A TRANSFORMING INSTITUTION	A TRANSFORMED INSTITUTION IN A TRANSFORMED SOCIETY		
<p>Intentionally and publicly excludes or segregates African Americans, Native Americans, Latinos, and Asian Americans</p> <p>Intentionally and publicly enforces the racist status quo throughout institution</p> <p>Institutionalization of racism includes formal policies and practices, teachings, and decision making on all levels</p> <p>Usually has similar intentional policies and practices toward other socially oppressed groups such as women, disabled, elderly and children, lesbian, and gays, Third World citizens, etc.</p>	<ul style="list-style-type: none"> <li>▪ Tolerant of a limited number of People of Color 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> </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 such as women, disabled, elderly and children, lesbian and gays, Third World citizens, etc.</li> </ul> <p style="text-align: center;"><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 privilege, paternalism and control</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> </ul> <p style="text-align: center;"><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</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>▪ Full participation in decisions that shape the institution, and inclusion of diverse cultures, lifestyles, and interests</li> <li>▪ A sense of restored community and mutual caring</li> <li>▪ Allies with others in combating all forms of social oppression.</li> </ul>		

by Crossroads Ministry: Adapted from original concept by Bailly Jackson and Rita Hardiman, and further developed by Andrea Avazian and Ronice Branding

*Interpreting & identify where we are*