

Continuum on Becoming an Anti-Racist and Intercultural Individual & Institution

Racial and Cultural Differences Seen as Defects

Exclusive	Passive
<p>Individuals experience their culture as the only “real” one and their race as the norm. Other cultures or races are not noticed or understood in a simplistic manner.</p> <p>A Segregated Institution</p> <p>Intentionally and publicly excludes or segregates BIPoC</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, lesbians and gays, Third World citizens, etc.</p>	<p>One’s own culture is experienced as the best way to live and other race should be controlled, educated, and converted to be like us.</p> <p>A “Club” Institution</p> <p>Tolerant of a limited number of BIPoC with “proper” perspective and credentials</p> <p>May still secretly limit or exclude BIPoC in contradiction to public policies</p> <p>Continues to intentionally maintain white power and privilege through its formal policies and practices, teachings and decision-making on all levels of institutional life</p> <p>Often declares, “We don’t have a problem.”</p>

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<i>Tolerant of Racial and Cultural Differences</i>	
Symbolic Change	Identity Change
<p>Individuals recognize surface diversity in food, customs, racial difference, etc. but assume universal values and needs.</p> <p>A Multicultural Institution</p> <p>Makes official policy pronouncements regarding multicultural diversity. Sees itself as “non-racist” institution with open doors to BIPoC.</p> <p>Carries out intentional inclusiveness efforts, recruiting “someone of color” on committees or office staff. Expanding view of diversity includes other socially oppressed groups</p> <p>But . . . “Not those who make waves”</p> <p>Little or no contextual change in culture, policies and decision-making. Is still relatively unaware of continuing patterns of privilege, paternalism and control</p>	<p>One’s own culture and race is seen as one of many equally complex realities.</p> <p>An Anti-Racist Institution</p> <p>Growing understanding of racism as barrier to effective diversity. Develops analysis of systemic racism</p> <p>Sponsors programs of anti-racism training. New consciousness of institutionalized white power and privilege</p> <p>Develops intentional identity as an “antiracist” institution. Begins to develop accountability to racially oppressed communities. Increasing commitment to dismantle racism and eliminate inherent white advantage.</p> <p>But . . . Institutional structures and culture that maintain white power and privilege still intact and relatively untouched</p>

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Racial and Cultural Differences Seen as Assets

Structural Change	Fully Inclusive
<p>Individuals are accurately able to understand other cultures/races and behave in a variety of culturally appropriate ways.</p> <p>A Transforming Institution</p> <p>Commits to process of intentional institutional restructuring, based on anti-racist analysis and identity. Audits and restructures all aspects of institutional life to ensure full participation of BIPoC, including their worldview, culture and lifestyles.</p> <p>Implements structures, policies and practices with inclusive decision-making and other forms of power sharing on all levels of the institution's life and work. Commits to struggle to dismantle racism in the wider community, and builds clear lines of accountability to racially oppressed communities</p> <p>Anti-racist intercultural diversity becomes an institutionalized asset. Redefines and rebuilds all relationships and activities in society, based on anti-racist commitments</p>	<p>One's experience of self includes movement in and out of different cultural and racial worldviews.</p> <p>A Transformed Institution in a Transformed Society</p> <p>Future vision of an institution and wider community that has overcome systemic racism</p> <p>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</p> <p>Full participation in decisions that shape the institution, and inclusion of diverse cultures, lifestyles and interests</p> <p>A sense of restored community and mutual caring</p> <p>Allies with others in combating all forms of social oppression</p>