

CONTINUUM ON BECOMING AN ANTI-RACIST MULTI-CULTURAL INSTITUTION

MONOCULTURAL → → → MULTICULTURAL → → → ANTI-RACIST → → → ANTI-RACIST MULTICULTURAL					
Racial and Cultural Differences Seen as Deficits	Tolerant of Racial and Cultural Differences	Racial and Cultural Differences Seen as Assets	Racial and Cultural Differences Seen as Assets		
<p style="text-align: center;">1. EXCLUSIVE</p> <p style="text-align: center;">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 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, lesbian, and gays, Third World citizens, etc. 	<p style="text-align: center;">2. PASSIVE</p> <p style="text-align: center;">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 style="text-align: center;">3. SYMBOLIC CHANGE</p> <p style="text-align: center;">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, lesbian, and gays, Third World citizens, etc. <p style="text-align: center;">But...</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 privilege, paternalism and control 	<p style="text-align: center;">4. IDENTITY CHANGE</p> <p style="text-align: center;">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;">But...</p> <ul style="list-style-type: none"> ▪ Institutional structures and culture that maintain white power and privilege still intact and relatively untouched 	<p style="text-align: center;">5. STRUCTURAL CHANGE</p> <p style="text-align: center;">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 style="text-align: center;">6. FULLY INCLUSIVE</p> <p style="text-align: center;">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.