

Building Anti-Racist Organizations

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Today's Discussion

- Ground Rules
- Historical Responses
- Racial Justice Framework
- Strategies for change
- Building a plan

Ground Rules

- We speak using "I" Statements - from own experience.
- Allow each other to speak without interruption.
- Foster moments of silence
- Share you thinking
- Listen for understanding
- Assume good intentions.
- Value each other's courage to speak.
- No attacks, verbally or with body language.
- We support the taking of risks & making mistakes.
- Respect the differences of opinion & culture.

Does Racism Still Hold Power & Influence in the 21st Century?

How do we define Racism?

The systematic & pervasive mistreatment of individuals on the basis of their race.

- Individual/Internalized
- interpersonal
- Institutional
- Systemic

How have we responded to oppression?

- Assimilation (early 1900's)
- Diversity/Tolerance (more recent)
- Racial Justice

Racial Justice

Definition:

Creation and proactive reinforcement of policies, practices, attitudes and actions that produce equitable power, access, opportunities, treatment and outcomes for all.

Changing the focus: beyond who is a racist

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|---|---|
| <input type="checkbox"/> Beyond diversity (variety) | Useful questions: |
| <input type="checkbox"/> Beyond sameness | <input type="checkbox"/> What is causing inequalities |
| <input type="checkbox"/> Fairness, Justice | <input type="checkbox"/> How can we advance racial justice |
| | <input type="checkbox"/> What actions could influence the power holders |

What does Racial Justice Look Like?

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- When I don't have power?
- When I am part of a empowered group?

Discussion Questions

- How did you feel about this exercise?
- What did you notice?
- What challenges and/or strengths are you aware of?

Racial Justice

- Balanced outcomes
- Inclusion/Accessibility
- Equal Opportunity
- Dignity/Human Rights
- Fair Treatment
- Shared Power and Resources

What works? What does not work?

Moving toward racial justice

- Target Institutional and structural Inequalities
- Focus on Racial Equity
- Prioritize Impact Over Intention
- Redefine Accountability
- Foster Strategic Alliances

Create your plan

- Be specific
- Consider your strengths and challenges
- Consider your role and access to power
- Consider your community and the inequities that people of color face
- Consider the strengths within the communities of color that you work with.


