

CONTINUUM ON BECOMING AN ANTI-RACIST MULTI-CULTURAL INSTITUTION

MONOCULTURAL → → → → → → →
Racial and Cultural Differences Seen as Deficits

MULTICULTURAL → → → → → → → → →
Tolerant of Racial and Cultural Differences

→ → → → → → → **ANTI-RACIST MULTI-CULTURAL**
Racial and Cultural Differences Seen As Assets

1. EXCLUSIVE A SEGREGATED INSTITUTION	2. PASSIVE A "CLUB" INSTITUTION	3. SYMBOLIC CHANGE A MULTICULTURAL INSTITUTION	4. IDENTITY CHANGE AN ANTI-RACIST INSTITUTION	5. STRUCTURAL CHANGE A TRANSFORMING INSTITUTION	6. FULLY INCLUSIVE A TRANSFORMED INSTITUTION IN A TRANSFORMED SOCIETY
<ul style="list-style-type: none"> • Intentionally and publicly excludes or segregates African Americans, Native Americans, Latinos, and Asian Americans • Intentionally and publicly enforces the racist status quo throughout institutions • Institutions 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. 	<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." 	<ul style="list-style-type: none"> • Makes official policy pronouncements regarding multicultural diversity • Sees itself as a "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. <p style="text-align: center;">BUT...</p> <ul style="list-style-type: none"> • "Not those who make waves" • Little or no contextual change in culture, policies, and decision making • Is still relatively unaware of continuing patterns of privilege, paternalism and control 	<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 	<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 	<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, consistency, 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.

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