

CONTINUUM ON BECOMING AN ANTI-RACIST MULTICULTURAL 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

1. <u>EXCLUSIVE</u> A SEGREGATED INSTITUTION	2. <u>PASSIVE</u> A 'CLUB' INSTITUTION	3. <u>SYMBOLIC CHANGE</u> A MULTICULTURAL INSTITUTION	4. <u>IDENTITY CHANGE</u> AN ANTI-RACIST INSTITUTION	5. <u>STRUCTURAL CHANGE</u> A TRANSFORMING INSTITUTION	6. <u>FULLY INCLUSIVE</u> A TRANSFORMED INSTITUTION IN A TRANSFORMED SOCIETY
<p>Intentionally and publicly excludes or segregates African 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, disables, elderly and children, lesbian and gays, Third World citizens, etc.</p>	<p>Tolerant of a limited number of People of Color with "proper" perspective and credentials</p> <p>May still secretly limit or exclude People of Color 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>	<p>Makes official policy pronouncements regarding multicultural diversity</p> <p>Sees itself as "non-racist" institution with open doors to People of Color</p> <p>Carries out intentional inclusive efforts, recruiting "someone of color" on committees or office staff</p> <p>Expanding view of diversity includes other socially oppressed groups such as women, disabled, elderly and children, lesbian and gays, third World citizens, etc.</p> <p align="center"><i>BUT...</i></p> <p>"Not those who make waves"</p> <p>Little or no contextual change in culture, policies, and decision-making</p> <p>Is still relatively unaware of continuing patterns, privilege, paternalism and control.</p>	<p>Growing understanding of racism as barrier to effective diversity</p> <p>Develops analysis of systemic racism</p> <p>Sponsors a program of anti-racism training</p> <p>New consciousness of institutionalized white power and privilege</p> <p>Develops intentional identity as an "anti-racist institution"</p> <p>Begins to develop accountability to racially oppressed communities</p> <p>Increasing commitment to dismantle racism and eliminate inherent white advantage</p> <p align="center"><i>BUT...</i></p> <p>Institutional structures and culture that maintain white power and privilege still intact and relatively untouched</p>	<p>Commits to process of intentional institutional restructuring, based upon anti-racist analysis and identity</p> <p>Audits and restructures all aspects of institutional life to ensure full participation of People of Color, including their world-view, 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</p> <p>Commits to struggle to dismantle racism in the wider community, and builds clear lines of accountability to racially oppressed communities</p> <p>Anti-racist multicultural diversity becomes an institutionalized asset</p> <p>Redefines and rebuilds all relationships and activities in society, based on anti-racist commitments</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 oppressing</p>

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