

CONTINUUM ON BECOMING AN ANTI-RACIST MULTICULTURAL INSTITUTION
MONOCULTURAL → → → MULTICULTURAL → → → ANTI-RACIST → → → ANTI-RACIST MULTICULTURAL

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, 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. 	<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 "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> <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 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, 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.

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