

# 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*

1. EXCLUSIVE	2. PASSIVE	3. SYMBOLIC CHANGE	4. IDENTITY CHANGE	5. STRUCTURAL CHANGE	6. FULLY INCLUSIVE
<p><b>A SEGREGATED INSTITUTION</b></p> <ul style="list-style-type: none"> <li>Intentionally and publicly excludes or segregates African Americans, Native Americans, Latinos, and Asian Americans</li> <li>Intentionally and publicly enforces the racist status quo throughout institution</li> <li>Institutionalization of racism includes formal policies and practices, teachings, and decision making on all levels</li> <li>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.</li> </ul>	<p><b>A 'CLUB' INSTITUTION</b></p> <ul style="list-style-type: none"> <li>Tolerant of a limited number of People of Color with "proper" perspective and credentials</li> <li>May still secretly limit or exclude People of Color in contradiction to public policies</li> <li>Continues to intentionally maintain white power and privilege through its formal policies and practices, teachings, and decision making on all levels of institutional life</li> <li>Often declares, "We don't have a problem."</li> </ul>	<p><b>A MULTICULTURAL INSTITUTION</b></p> <ul style="list-style-type: none"> <li>Makes official policy pronouncements regarding multicultural diversity</li> <li>Sees itself as "non-racist" institution with open doors to People of Color</li> <li>Carries out intentional inclusiveness efforts, recruiting "someone of color" on committees or office staff</li> <li>Expanding view of diversity includes other socially oppressed groups such as women, disabled, elderly and children, lesbian, and gays, Third World citizens, etc.</li> </ul> <p style="text-align: center;"><b>But...</b></p> <ul style="list-style-type: none"> <li>"Not those who make waves"</li> <li>Little or no contextual change in culture, policies, and decision-making</li> <li>Is still relatively unaware of continuing patterns privilege, paternalism and control</li> </ul>	<p><b>AN ANTI-RACIST INSTITUTION</b></p> <ul style="list-style-type: none"> <li>Growing understanding of racism as barrier to effective diversity</li> <li>Develops analysis of systemic racism</li> <li>Sponsors programs of anti-racism training</li> <li>New consciousness of institutionalized white power and privilege</li> <li>Develops intentional identity as an "anti-racist institution"</li> <li>Begins to develop accountability to racially oppressed communities</li> <li>Increasing commitment to dismantle racism and eliminate inherent white advantage</li> </ul> <p style="text-align: center;"><b>But...</b></p> <ul style="list-style-type: none"> <li>Institutional structures and culture that maintain white power and privilege still intact and relatively untouched</li> </ul>	<p><b>A TRANSFORMING INSTITUTION</b></p> <ul style="list-style-type: none"> <li>Commits to process of intentional institutional restructuring, based upon anti-racist analysis and identity</li> <li>Audits and restructures all aspects of institutional life to ensure full participation of People of Color, including their world-view, culture and lifestyles</li> <li>Implements structures, policies and practices with inclusive decision making and other forms of power sharing on all levels of the institutions life and work</li> <li>Commits to struggle to dismantle racism in the wider community, and builds clear lines of accountability to racially oppressed communities</li> <li>Anti-racist multicultural diversity becomes an institutionalized asset</li> <li>Redefines and rebuilds all relationships and activities in society, based on anti-racist commitments</li> </ul>	<p><b>A TRANSFORMED INSTITUTION IN A TRANSFORMED SOCIET</b></p> <ul style="list-style-type: none"> <li>Future vision of an institution and wider community that has overcome systemic racism</li> <li>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</li> <li>Full participation in decisions that shape the institution, and inclusion of diverse cultures, lifestyles, and interests</li> <li>A sense of restored community and mutual caring</li> <li>Allies with others in combating all forms of social oppression.</li> </ul>