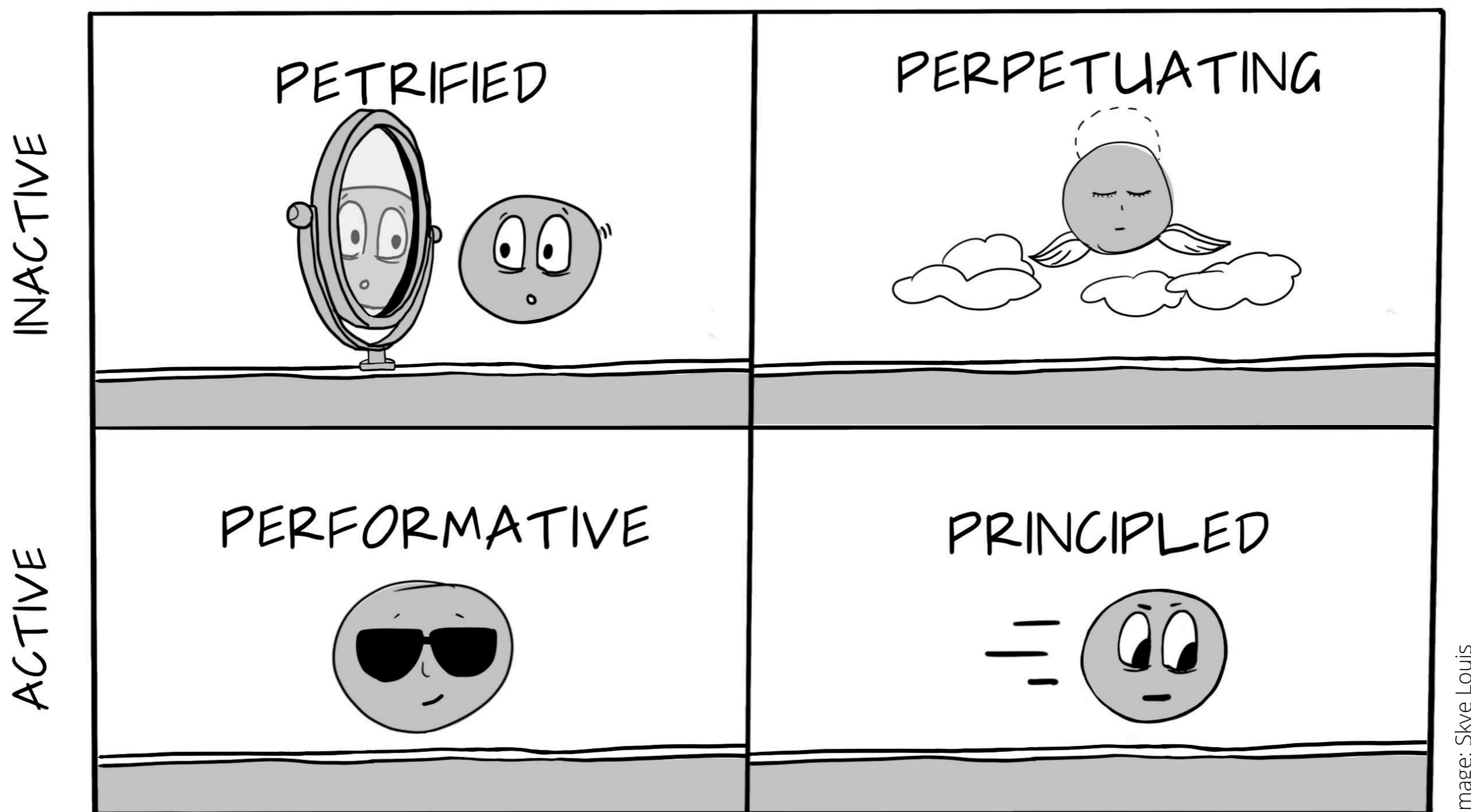


Organizations and Anti-Racism

Anti-racism is an active practice. Where is your organization in their anti-racism practice?



FEAR MOTIVATED

VALUES MOTIVATED

PETRIFIED

PERPETUATING

Petrified organizations are either afraid of revealing their past or present racism, or afraid of doing the 'wrong' thing to address it. They are held in place by feelings of fear or shame, and their focus is entirely on themselves. They say they are "listening and learning", "having conversations", or "not rushing into things". Their lack of action or accountability supports the status quo.

Perpetuating organizations say they are aligned with principles of anti-racism and intersectionality, but conflate understanding them in theory with actually putting them into practice. They often work in service of marginalized people and causes such as women, migrants, poverty and homelessness, the environment, etc. They feel they are already doing good work, and so avoid acknowledging or addressing racism. They see anti-racism as incidental to their "real" work, or even as a distraction or threat to their focus.

PERFORMATIVE

PRINCIPLED

Performative organizations are afraid of looking bad. They spring into action to protect their image. They will do work at the surface layers of their organization -- in their external communications, programs, work with community, or even hiring -- but they are not willing to shift power or change their internal culture. This supports racism instead of disrupting it.

Principled organizations are willing to feel uncomfortable as they take anti-racist action in deep and tangible ways. They stay accountable to Indigenous, Black, and Racialized stakeholders and their experiences and priorities. They invite opportunities to share power instead of avoiding them. They see this work as key to their own growth. They can move productively through the challenges that come with change.