Building Anti-Racist Organizations

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Today’s Discussion

☐ Ground Rules
☐ Historical Responses
☐ Racial Justice Framework
☐ Strategies for change
☐ Building a plan

Ground Rules

☐ We speak using “I” Statements - from own experience.
☐ Allow each other to speak without interruption.
☐ Foster moments of silence
☐ Share you thinking
☐ Listen for understanding
☐ Assume good intentions.
☐ Value each other’s courage to speak.
☐ No attacks, verbally or with body language.
☐ We support the taking of risks & making mistakes.
☐ Respect the differences of opinion & culture.
Does Racism Still Hold Power & Influence in the 21st Century?

How do we define Racism?
The systematic & pervasive mistreatment of individuals on the basis of their race.

- Individual/Internalized
- Interpersonal
- Institutional
- Systemic

How have we responded to oppression?

- Assimilation (early 1900’s)
- Diversity/Tolerance (more recent)
- Racial Justice
Racial Justice

Definition:
Creation and proactive reinforcement of policies, practices, attitudes and actions that produce equitable power, access, opportunities, treatment and outcomes for all.

Changing the focus: beyond who is a racist

- Beyond diversity (variety)
- Beyond sameness
- Fairness, Justice

Useful questions:
- What is causing inequalities
- How can we advance racial justice
- What actions could influence the power holders

What does Racial Justice Look Like?
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- When I don’t have power?
- When I am part of an empowered group?

Discussion Questions

- How did you feel about this exercise?
- What did you notice?
- What challenges and/or strengths are you aware of?

Racial Justice

- Balanced outcomes
- Inclusion/Accessibility
- Equal Opportunity
- Dignity/Human Rights
- Fair Treatment
- Shared Power and Resources
What works? What does not work?

Moving toward racial justice
- Target Institutional and structural Inequalities
- Focus on Racial Equity
- Prioritize Impact Over Intention
- Redefine Accountability
- Foster Strategic Alliances

Create your plan
- Be specific
- Consider your strengths and challenges
- Consider your role and access to power
- Consider your community and the inequities that people of color face
- Consider the strengths within the communities of color that you work with.
Thank You!

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