

# 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. 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"> <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, gays and lesbians, Third World citizens, etc.</li> </ul>	<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>	<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</li> </ul> <p style="text-align: center;"><i>But...</i></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 of</li> </ul>	<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;"><i>But...</i></p> <ul style="list-style-type: none"> <li>Institutional</li> </ul>	<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</li> </ul>	<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 interest</li> <li>A sense of restored community and mutual</li> </ul>

## CONTINUUM

privilege,  
paternalism and  
control

structures and  
culture that  
maintain white  
power and  
privilege still  
intact and  
relatively  
untouched

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

caring

- Allies with  
others in  
combating all  
forms of  
social  
oppression

©Crossroads Ministry, Chicago, Illinois, 2000. Used by permission.