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
- Intentionally and publicly excludes or segregates African 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, gays and lesbians, Third World citizens, etc.

2. Passive A "Club" Institution
- 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."

3. Symbolic Change A Multicultural Institution
- 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

But...
- "Not those who make waves"
- Little or no contextual change in culture, policies, and decision making
- Is still relatively unaware of continuing patterns of

4. Identity Change An Anti-Racist Institution
- 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

But...
- Institutional
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