

Exercise 1.1 Study the Becoming an Antiracist Organization Framework

Becoming an Antiracist Organization: Framework

	White Supremacy Thrives On...	Everyday Racism Thrives On...	Antiracist Pivots Require...
What We Believe	<p>Racial Superiority. White-bodied people are better, deserve better, and have the right to do whatever is needed to claim what they are entitled.</p>	<p>Race Neutrality. That race, identity and culture play no role in creating the conditions we experience today. It is all individual choices and behaviors.</p>	<p>Race Clarity. Unpack how our racial identities play a role in experience on a team, professional identity and interaction with systems.</p>
How These Beliefs are Reinforced and Protected	<p>White-Serving Laws Backed by BS Science</p> <ul style="list-style-type: none"> • “Alternative” Facts • Painting a skewed picture. • Circular Thinking. 	<p>Gaslighting</p> <ul style="list-style-type: none"> • Questioning the sense of reality or sanity of those who bring up race. • If Black people were qualified for the job then where are they? • If they want this job, why do they keep leaving? 	<p>Seeking out Mental Gaps</p> <ul style="list-style-type: none"> • Practice noticing what is considered normal, professional, or required. • Identify who is usually comfortable or satisfied with how those things go. • Center the comfort of those traditionally marginalized.
How We Behave	<p>Actively promoting racist ideas and practices:</p> <ul style="list-style-type: none"> • De-funded Schools. • Pay Differentials. • All White Leadership Teams 	<p>Vehement Defensiveness when confronted with the possibility of a racist thought or action.</p> <ul style="list-style-type: none"> • Preservation of comfort through Politeness. • Lack of Transparency or secretiveness. 	<p>Admission of Racist Behavior, Action or Thoughts</p> <ul style="list-style-type: none"> • Confession • Vulnerability • Feedback • Recognition of Privilege • Transparency

Framework Source: Ibram X. Kendi, “How to Be an Antiracist,” (New York: One World, 2019).

Resmaa Menakem, “My Grandmother’s Hands,” (Las Vegas: Central Recovery Press, 2017).

Robin DiAngelo, “White Fragility: Why It’s So Hard For White People To Talk About Racism,” Boston: Beacon Press, 2018).

Tema Okun, “White Supremacy Culture.” www.dismantlingracism.org