Defining Racism

1. If we want to work on solutions to racism, **we need a common definition and a common analysis of racism**.

2. **Racism is not the same thing as individual race prejudice, bias and bigotry**. All people are racially prejudiced (regardless of racial/ethnic identity). It is part of the air we breathe. It is socialized into every person. But this does not mean that everyone is racist.

3. **Racism is more than race prejudice**. It is more than individual attitudes and actions. Racism is the collective actions of a dominant racial group.

4. **Power turns race prejudice into racism**. Racial prejudice becomes racism when one group's racial prejudices are enforced by the systems and institutions of a society, giving power and privilege based on racial identity to the group in power, and limiting the power and privilege of the racial groups that are not in power. **Racism is, therefore, the misuse of systemic power**.
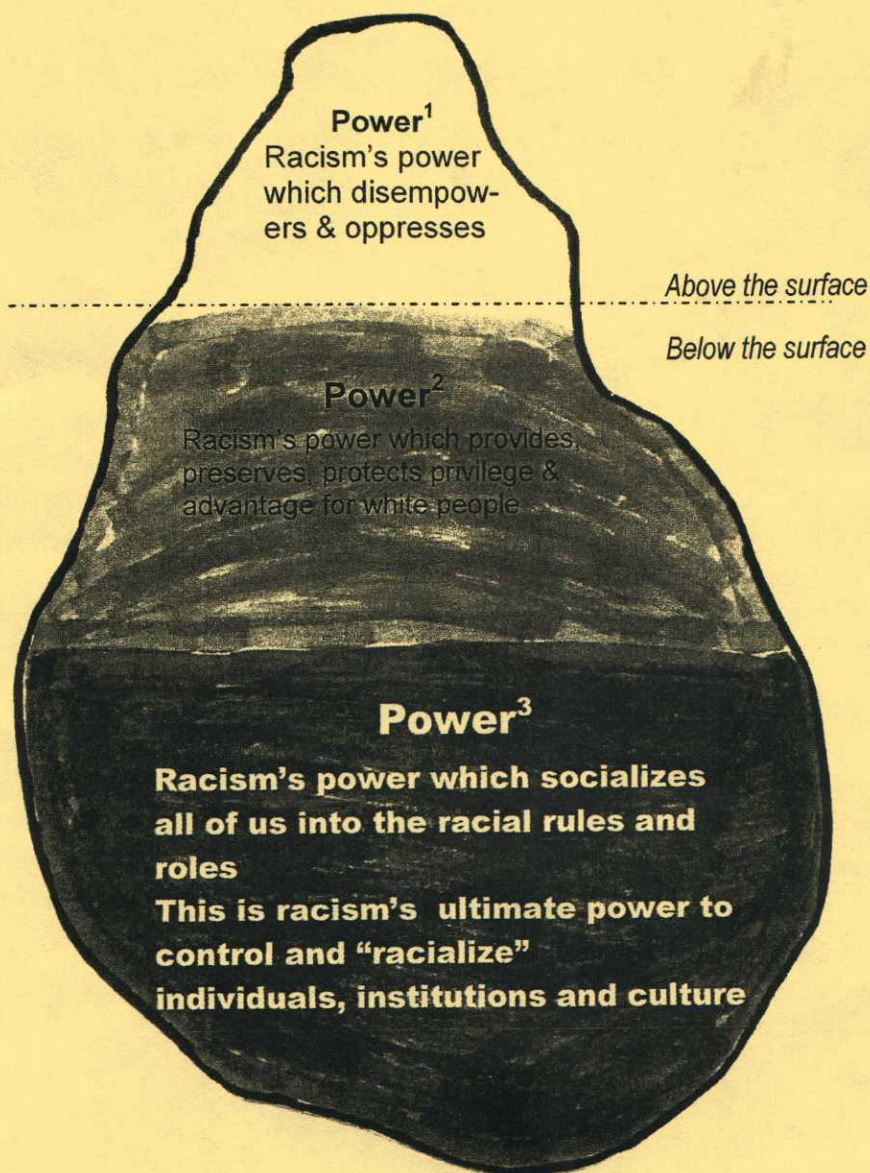
SYSTEMIC POWER is the legitimate/legal ability to *access* and/or *control* those institutions sanctioned by the state.

Race Prejudice
+
The Power
Of Systems and Institutions
=
RACISM
(The misuse of power by systems & institutions)

Systemic Power and Race

Systemic Power is the legitimate/legal ability to *access* and/or *control* those institutions sanctioned by the state.

The "POWER ICEBERG"

Power^1
Racism's power which disempowers & oppresses

Above the surface

Below the surface

Power^2
Racism's power which provides, preserves, protects privilege & advantage for white people

Power^3

Racism's power which socializes all of us into the racial rules and roles

This is racism's ultimate power to control and "racialize" individuals, institutions and culture

Levels of Institutional Racism

LEVELS	EXPLANATION	EXAMPLES
Personnel	• Those who are authorized to speak, act, and implement programs in institution's name • Act as gatekeepers of constituency and general public • Qualifications, actions and behavior defined by policies • Personnel and personnel accountability derive from the identity documents and are defined by leadership within the structure	• Inequality in numbers, positions, and salary levels • Ineffective training on racism and race relations • Inadequate supervision • Grievance procedures, or conflict resolution • Lack of mutual community and trust
Policy Practice Programs	• Institutional policies prescribe practice re: personnel, finance, programs, facilities, etc., but • Institutional practice does not always reflect institutional policies • Programs exist to serve the institution's constituency • Policies and programs derive from the identity documents and are defined by leadership within the structure	• Policies regarding racism and race relations in personnel, finances, facility use, programs, etc., are absent, inadequate or un-enforced • Programs are not designed to reflect commitments of institution regarding racism and race relations.
Constituency	• Constituency is defined by an institution's identity documents, along with its role in decision making. • Constituency may include more than official members (e.g. potential members, client lists, product users, etc.) • Every decision and action of an institution is taken in the name of and on behalf of the constituency	• Constituency is not representative of community of color • People of color constituency not adequately or equally served • Inadequate communication to constituency on racial issues • Outreach to new constituency does not reflect commitments of institution regarding racial issues
Organizational Structure	• Organizational structures, boundaries, product and services are derived from identity documents • Institutional leadership implement issues of control and access as defined by identity documents and institutional practices (finances, policies, programs, constituency, etc) • Accountability of leadership to the constituency is defined by identity documents and historical precedent.	• Geographic or organizational boundaries that are exclusionary or ineffectively represent people of color • Anti-racist commitments are not reflected in institutional goals and strategies, resource distribution, or in structures of leadership, power and accountability
Mission Purpose Identity	**The Institution, as described by:** • Its identity documents (constitution, bylaws, etc) • Its ideology, belief system, world view, assumptions (statement of principles, etc) • Its mission statement and goals • Its history and tradition	• Institution does not have an analysis of racism or an anti-racist identity and commitment • The constitution, belief system, mission statement, and other identity documents reflect the institution's inherited white world view, assumptions, values and principles

Continuum on Becoming an Anti-Racist Multicultural Institution

Racial and cultural differences seen as deficits.		Racial and cultural differences are tolerated		Racial and cultural differences are seen as assets
MONOCULTURAL		**MULTICULTURAL**	**ANTI-RACIST**	**ANTI-RACIST MULTICULTURAL**

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 Transforming Society
• Intentionally and publicly enforces racist status quo throughout institution. • Intentionally and publicly excludes or segregates African Americans, Native Americans, Latinos, Asian Americans and immigrants, etc.. • 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, physically/mentally challenged, LGBTQ, Two-Thirds World citizens, and so forth.	• Continues to intentionally maintain white power and privilege through its formal policies and practices, teachings, and decision-making on all levels of institutional life. • Tolerant of 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. • Often declares: "We don't have a problem."	• 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, office or professional staff. • Expanding view of diversity may include other socially oppressed groups such as differently-abled, elderly and children, LGBTQ, those in poverty, Two-Thirds World citizens, and so forth. **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 privilege, paternalism, and control.	• Develops intentional identity as an "anti-racist institution" • Develops analysis of systemic racism • New consciousness of institutionalized white power and privilege • Growing understanding of racism as barrier to effective diversity • Increasing commitment to dismantle racism and eliminate inherent white advantage. • Sponsors anti-racism training programs • Begins to develop accountability to racially oppressed communities • Anti-racism efforts inform institutional response to other social oppressions: classism, sexism, heterosexism, ageism, etc. **But...** • Institutional structures and culture that maintain white power and privilege remain intact and relatively untouched	• Commits to process of intentional institutional restructuring, based on anti-racist analysis and identity • Audits and restructures all aspects of institutional life to ensure full participation of people of color, including their world-view, cultures, and lifestyles • Implements structures, policies, and practices with inclusive decision-making and other forms of power-sharing on all levels of the institution's work • Commits to struggle to dismantle racism in the wider community and builds clear lines of accountability 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	• Institution's life reflects full participation and mutual power with diverse racial, cultural and economic groups in determining its mission, structure, constituency, policies and practices • Full participation in decisions that shape the institution; inclusion of diverse cultures, racial groups, economic groups, lifestyles, and interests • A sense of restored community and mutual caring • Allies with others in combating all forms of social oppression • Future vision and institutional action towards a wider community that has overcome systemic racism