

An Antiracist Transformation Continuum for Organizations

	1. Exclusive	2. Passive (The Club)	3. Compliant (Affirmative Action)	4. Antiracist	5. Redefining	6. Transformed
CHARACTERISTICS PRACTICES	Supports the racist status quo excludes poc* from policies, practices and decisions at all levels.	Maintains the privilege of those with traditional power, excepting a few poc who are “acceptable” and “exceptional.”	Multiculturalism accepted on a symbolic level. Poc must assimilate to white model. Defines itself as “inclusive” but not at level of ‘ppp’.**	Some growth in understanding of AR and WP as blocks to authentic multicultural community and strives for deeper understanding and accountability.	Makes intentional decisions to be inclusive; with mission and goals, ppp focused on eliminating the organizational effects of racism and exclusion. Seeks like-minded allies/coalitions.	Holds the future vision in which racism no longer limits human potential and advancement. Institutional life reflects shared power with all diverse groups internally.
ACTIONS	Denies the reality of oppression and espouses and promotes colorblindness.	Is aware of oppression but does nothing to stop these issues within the institution by word or ppp.	Is relatively unaware of ongoing privilege, abuse of power/oppression. Desires to learn and to change institution. Takes AR training.	Commits to life-long process of unlearning racism and oppression but oppressive institutional structures still exist..	Audit and restructure of all aspects of institutional life begun for all. Coalitions formed for mutual feedback and internal / external advocacy.	Full participation in institutional mission, goals and ppp of all people in organization.
SOCIAL JUSTICE	No social justice actions but give money to charity.	Token social justice actions “write-a-check” programs. May focus only on helping people overseas. Paternalistic Colonialistic.	Focus on social-justice projects without personal engagement with oppressed. “Come-to-our-place” programs not directed by oppressed.	Participation in initiatives that address power imbalances and structural oppression through shared power by whites and poc.	A collaborative approach to social justice as allies with oppressed and those with traditional power and privilege. Seek mutual learnings.	Porous borders between institution and wider, diverse community.

Taken from Sheryl Kujawa-Holbrook’s adaptation from the works of Avarazian, Branding, Griffin, Hardiman, Harro, Holvino, Jackson, and James.

Keys to Antiracism Continuum

Key: “poc” = People of color; “ppp” = Policies, practices and procedures.

Monocultural → Multicultural → Antiracist → Antiracist and Multicultural

Racial and cultural diversity seen as negative →
 Racial and cultural differences recognized and tolerated →
 Racial and cultural differences seen as assets