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# Characteristics of an Emerging Anti-Racist Organization

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## Individual and Structural Racism Work

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An anti-racist organization is one that achieves the following:

1. Recognizes that race, racial equity and inclusion are central to the viability and functioning of the organization.
2. Attends to race, racial equity, and inclusion at all domains of the organization from the Board of Directors to line staff.
3. Ensures that its service delivery personnel is adept in and knowledgeable of the racial context, culture, and conditions of its client constituency.
4. Ensures that its service delivery personnel is adept in and knowledgeable of the centrality of whiteness and the nuances of white supremacy.
5. Ensures that all personnel are racially literate and linguistically fluent.
6. Practices racial awareness and sensitivity—thus, members of the organization are cognizant of race, racial differences, and racial inclusiveness; Awareness refers to being aware and knowledgeable of race. While Sensitivity refers to the attitudes, beliefs, and behaviors that both undergird and inform all practices throughout the organization.
7. Has clearly established, racially informed, and well publicized accountability mechanisms in place to ensure racial equity, inclusion, awareness, and sensitivity; These mechanisms are what the organizations relies on to measure, gauge, and ensure that it is actively doing and accomplishing what it is that it endeavors to do with regards to achieving and promoting racial equity and inclusion.
8. Has mechanisms in place to ensure the empowerment of marginalized POC within the organization.
9. Has an apparatus in place to achieve power sharing.
10. Engages in an active and on-going process of racially-based self study, self-interrogation, and self-reflection.