Continuum on Becoming an Anti-Racist Multicultural Organization

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

Exclusive	2. Passive	3. Symbolic Change	4. Identity Change
An Exclusionary Institution	**A "Club" Institution**	**A Compliance Organization**	
• Intentionally and publicly excludes or segregates African Americans, Native Americans, Latinos, and Asian Americans	• Tolerant of a limited number of "token" People of Color and members from other social identify groups allowed in with "proper" perspective and credentials.	• Makes official policy pronouncements regarding multicultural diversity	• Growing understanding of racism as barrier to effective diversity
• Intentionally and publicly enforces the racist status quo throughout institution	• May still secretly limit or exclude People of Color in contradiction to public policies	• Sees itself as "non-racist" institution with open doors to People of Color	•
• Institutionalization of racism includes formal policies and practices, teachings, and decision making on all levels	• Continues to intentionally maintain white power and privilege through its formal policies and practices, teachings, and decision making on all levels of institutional life	• Carries out intentional inclusiveness efforts, recruiting "someone of color" on committees or office staff	
• Usually has similar intentional policies and practices toward other socially oppressed groups such as women, gays and lesbians, Third World citizens, etc.	• Often declares, "We don't have a problem."	• Expanding view of diversity includes other socially oppressed groups	
• Openly maintains the dominant group's power and privilege	• Monocultural norms, policies and procedures of dominant culture viewed as the "righ" way" business as usual"	*But…*	
	• Engages issues of diversity and social justice only on club member's terms and within their comfort zone.	• "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	
		• Token placements in staff positions: must assimilate into organizational culture	