

Organizational Anti-Racism Self Assessment

	ALL WHITE CLUB	TOKEN OR AFFIRMATIVE ACTION ORGANIZATION	MULTICULTURAL ORGANIZATION	ANTI-RACIST ORGANIZATION
Decision Making	Made by white people, often cis men. Decisions tend to be made in private ways that people can't see or really know.	Made by white people. Decisions made in private and often in unclear ways.	Made by diverse group of people on team. Token attempts to involve those targeted by mission in decision-making.	Made by diverse group People of color are in significant leadership positions Everyone in the organization understands how power is distributed and how decisions are made.
Funding/ Payor Mix	Tend to be primarily self pay	Tend to be primarily self-pay	Have some sliding fee and takes some insurance	Takes insurance that represents their local area
Location and Environment	Located in primarily white suburb or affluent area. Decorations tend to reflect a predominantly white culture or neutrality.	White community. Decorations reflect some culturally diversity	Physically accessible to people of color. Decorations reflect a commitment to multiculturalism.	Physically accessible to community served. Decorations reflect a commitment to multiculturalism and power sharing. Accountable to communities targeted in mission

<p>Culture</p>	<p>Top down, paternalistic</p> <p>Often secretive Success measured by how much is accomplished</p> <p>Little if any attention paid to process, or how work gets done</p> <p>Little if any leadership or staff development</p> <p>No discussion of power analysis or oppression issues</p> <p>Conflict is avoided at all costs</p> <p>People who raise issues that make people uncomfortable are considered trouble makers or hard to work with</p> <p>Leaders assume “we are all the same”</p>	<p>Still top down although inclusivity is stressed</p> <p>Those in power assume their standards and ways of doing things are neutral, most desirable and form the basis for what is considered “qualified”</p> <p>People expected to be highly motivated self-starters requiring little supervision</p> <p>Some training may be provided</p> <p>No power analysis</p> <p>Conflict avoided</p> <p>Emphasis on people getting along</p> <p>Discussion of race limited to prejudice reduction</p>	<p>Organization looks inclusive with a visibly diverse board and/or staff</p> <p>Actively celebrates diversity</p> <p>Focuses on reducing prejudice but is uncomfortable naming racism</p> <p>Continues to assume dominant culture ways of doing things</p> <p>Assume a level playing field</p> <p>Emphasize belief in equality but still no power analysis</p> <p>Workaholism desired and rewarded</p> <p>Still uncomfortable with conflict</p>	<p>Organization actively recruits and mentors people of color</p> <p>Celebrates diversity</p> <p>Has a power analysis about racism and other oppression issues</p> <p>A diversity of work styles encouraged with active reflection about balancing what gets done and how it gets done</p> <p>A willingness to name racism and address conflict</p> <p>Resources devoted to developing shared goals, teamwork, and sharing skills and knowledge (mentoring)</p> <p>Designed to build and share power; analyze and address root causes</p> <p>People most affected by issues/problems centrally involved in program planning</p>
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<p>Power and pay</p>	<p>White people in decision making positions who tend to be paid well. People of color and/or women tend to be in administrative roles and paid much lower. Few if any benefits. People at bottom have very little power</p>	<p>White people in decision-making positions, paid relatively well</p> <p>People of color (and/or women) in administrative or service positions that pay less well</p> <p>Few if any benefits for anyone</p> <p>Sometimes 1 or 2 people of color in token positions of power, with high turnover or low levels of real authority</p> <p>People at bottom have very little power</p>	<p>White people in decision making positions, paid relatively well</p> <p>People of color in administrative or service positions that pay less well</p> <p>1 or 2 people in positions of power, particularly if their work style emulates those of white people in power</p> <p>Training to upgrade skills is offered</p> <p>People of color may not be at equal levels of power with white people, but a level of respect is present</p>	<p>People of color in decision-making position that pay a decent wage comparable to the wages of white people in the organization</p> <p>Administrative service positions perceived as stepping stone to positions of power (if desired) and those positions reflect decision making power and authority</p> <p>Training and other mentoring help provided to help person be successful in the organization and their communities</p>
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