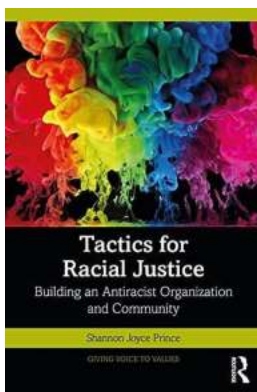


Building an Antiracist Organization and Community: Giving Voice to Values

When it comes to challenging longstanding systemic racism and fostering inclusivity, true progress requires more than just conversations and awareness. Instead, building an antiracist organization and community demands action, commitment, and a dedicated effort to remove barriers hindering equitable opportunities for all.

In this article, we will explore the foundations of building an antiracist organization and community, showcasing the significance of giving voice to values while sharing practical strategies for driving lasting change. By addressing both individual and collective responsibilities, we aim to empower individuals, organizations, and communities to take tangible steps towards dismantling racism and fostering an environment of fairness and equality.

I. Understanding the Roots of Racism



Tactics for Racial Justice: Building an Antiracist Organization and Community (Giving Voice to Values) by Ben Dowman (1st Edition, Kindle Edition)

★★★★★ 5 out of 5

Language	: English
File size	: 666 KB
Text-to-Speech	: Enabled
Screen Reader	: Supported
Enhanced typesetting	: Enabled
Word Wise	: Enabled
Print length	: 137 pages



Racism, be it overt or systemic, is deeply ingrained in many societies. To effectively combat it, it becomes necessary to understand its roots and how it perpetuates injustice. By acknowledging the existence of systemic racism, individuals and organizations become better equipped to deconstruct its structures and create a more equitable society.

II. Cultivating Empathy and Self-Reflection

Developing empathy and self-reflection is crucial in cultivating an antiracist organization and community. Organizations must encourage employees to confront their bias and recognize the impact it has on decision-making processes. By actively engaging in introspection, individuals can identify their own privilege and work towards dismantling oppressive systems.

III. Education and Unlearning

Education plays a pivotal role in combating racism. Individuals and organizations should invest in educational resources, workshops, and training programs to deepen their understanding of race, privilege, and unconscious bias. By unlearning deeply ingrained prejudices and actively seeking knowledge, we can create spaces that promote diversity and inclusion.

IV. Promoting Inclusive Hiring Practices

Building an antiracist organization requires a commitment to inclusive hiring practices. Organizations must critically evaluate their recruitment process, ensuring equitable access to opportunities for marginalized communities. By

actively seeking diverse perspectives and lived experiences, organizations can create a dynamic workforce that better reflects society as a whole.

V. Empowerment through Employee Resource Groups

Employee resource groups are a powerful tool for fostering inclusivity within an organization. These groups provide a platform for marginalized individuals to express their concerns, share experiences, and propose initiatives that promote a more antiracist environment. By empowering these groups and allocating resources to support their initiatives, organizations can demonstrate a commitment to amplifying marginalized voices.

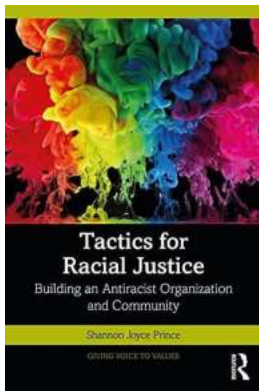
VI. Establishing Diversity and Inclusion Policies

Policies that explicitly support diversity and inclusion are crucial in building an antiracist organization. These policies should outline the expectations for behavior and establish consequences for discrimination. Organizations must also strive to create a safe reporting mechanism that encourages individuals to share their experiences without fear of retaliation.

VII. Engaging in Community Outreach

Building an antiracist organization is not limited to internal efforts but extends into the broader community. Organizations should actively seek opportunities to collaborate with community leaders, support initiatives that promote racial justice, and invest in projects that empower marginalized individuals. By engaging in community outreach, organizations can foster lasting change and create a supportive network for marginalized communities.

In , building an antiracist organization and community is a multifaceted endeavor that demands a comprehensive approach. It requires deep introspection, commitment to ongoing education, and a willingness to challenge the status quo. By giving voice to values, both as individuals and organizations, we can actively dismantle systemic racism and foster a more equitable and inclusive society for all. Together, we can create a community that embraces and celebrates diversity, thereby ensuring a brighter future for generations to come.



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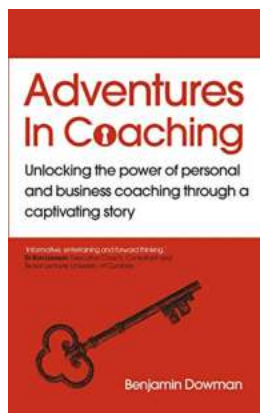


This is not a book of antiracist theory but antiracist tactics – tactics that anyone, of any race, can use to strike a blow against injustice. Antiracism is not about what we feel but what we do, and there are specific techniques we can use to create a just world.

Antiracist strategies are skills that can be learned just as we learn skills for public speaking or hitting a baseball. In these pages, you – whether a person of color or white – will find a playbook for leading your workplace, organization, or community through transformative change in the wake of an act of explicit racism.

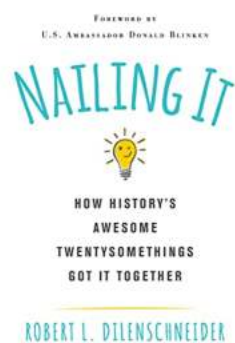
You'll learn to play antiracist rhetorical chess, and to anticipate and effectively respond to the discursive moves of people who don't understand bigotry, aren't aware of it, are in denial of it, or even actively uphold it – so that you can advance justice goals. You'll get a blueprint of how to dismantle systemic racism community by community, workplace by workplace, and organization by organization – and examples of what not to do.

This book is aimed at people who are conscious of the reality of racism and want to end it but may not know how. It clearly shows how anyone can make an effective, significant, and measurable impact on racism through strategic action.



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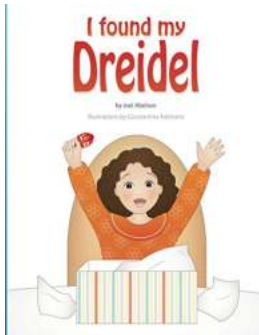
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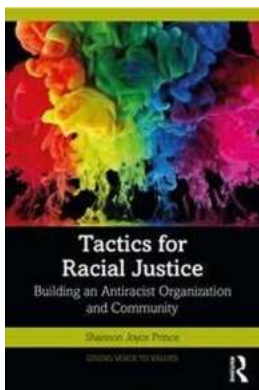
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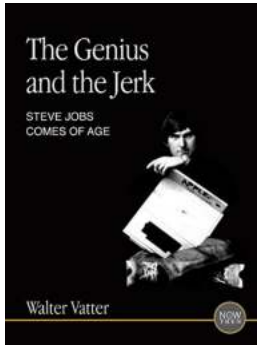
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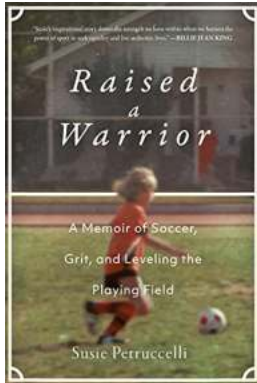
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