

Anti-Racism Assessment Tool for Organizations & AmeriCorps Programs

Organizational Leadership

- **Development**

- Are you tokenizing marginalized identities/individuals in your fundraising processes?
- How are you compensating individuals that share their stories with your program/organization in order to fundraise?
- What narrative are you using to share these stories? Is this re-traumatizing to communities? Is this empowering?
- What language are you using to describe member service and programs? How can you make this more person-centered and inclusive?

- **Board of Directors**

- Do the identities of your board members reflect the communities you serve?
- How are you training your board members on how to talk about your AmeriCorps program?
- How are your board members connected to the organization's mission?

Program Model

- **Member/Staff Recruitment**

- How are you intentionally recruiting members/staff that reflect the community you serve? Are you recruiting members/staff that are from the community you serve?
- How is your organization doing its best to provide a living wage to members/staff in order to recruit folks with less socio-economic privilege?
- How do your interview questions communicate to applicants that your organization values anti-racism?
- How do your interview questions allow for applicants to describe their commitment to anti-racism?
- What is your process for checking your implicit biases that inevitably will come up during an interview? What conversations or systems are in place to do this?

- **Member Supervision**

- How do your supervisors create an environment for members to embrace transformative cultural values/practices rather than dominant (white) cultural values/practices? (See white supremacy culture handout).
- How do you hold the white people you supervise accountable when they are causing harm (whether intentionally or not) in your program and beyond?
- How are you evaluating member commitment to anti-racism in the context of your program?

- **Member Training**

- Who is primarily facilitating the trainings that you offer to your members? Are there folks with a diverse set of identities facilitating these? If not, how can you ensure that happens?
- Do you directly address white saviorism within your trainings?
- How are you considering how your anti-racismⁱ trainings are affecting your BIPOCⁱⁱ members?
- How are you providing trigger warnings about traumatic content to your training participants?
- Have you considered affinityⁱⁱⁱ groups for your anti-racism trainings?

- **Site Management**

- How are you communicating your anti-racist values to your partners AND holding them accountable simultaneously?
- Do you offer training to your partner sites on how they can be anti-racist and supportive of BIPOC members?
- How do you restore harm and provide support to BIPOC members when they are serving at a site that is perpetuating white supremacy?

Additional Recommended Resources:

- Covert/Overt White Supremacy Article and Graphic:
 - <https://www.wearebeloved.org/blog/2020/5/29/white-supremacy-amp-anti-blackness-a-covert-amp-overt-beast>
- “Contradictions for White People in Social Justice Work” Article and Graphic:
 - <https://reneeroederer.com/2020/06/18/contradictions-for-white-people-in-racial-justice-work/>
- Organizational and Individual Anti-Racism Accountability Tools:
 - <https://www.racialequitytools.org/resources/plan/change-process/accountability>
- Handout from the Racial Healing Handout: Practical Activities to Help You Challenge Privilege, Confront Systemic Racism, and Engage in Collective Healing by Anneliese A. Singh, PhD, LPC:
 - https://nmaahc.si.edu/sites/default/files/downloads/resources/racialhealinghandbook_p87to94.pdf
- Checklist for Allies Against Racism:
 - <https://johnraible.files.wordpress.com/2007/05/revised-2009-checklist-for-allies.pdf>
- “8 Ways POC are Tokenized in Non-Profits” Article:
 - <https://medium.com/the-nonprofit-revolution/8-ways-people-of-color-are-tokenized-in-nonprofits-32138d0860c1>
- The Characteristics of White Supremacy Culture:
 - <https://www.showingupforracialjustice.org/white-supremacy-culture-characteristics.html>
- White Supremacy Culture in Organizations: Assessment Tool:
 - <https://coco-net.org/wp-content/uploads/2019/11/Coco-WhiteSupCulture-ENG4.pdf>

ⁱ **Anti-Racism** - A process of actively identifying and opposing racism. The goal of anti-racism is to challenge racism and actively change the policies, behaviors, and beliefs that perpetuate racist ideas and actions. Anti-racism is rooted in action. It is about taking steps to eliminate racism at the individual, institutional, and structural levels.

ⁱⁱ **BIPOC** - Black, Indigenous, People of Color

ⁱⁱⁱ **Affinity Groups** - <https://culturallyresponsiveleadership.com/affinity/>