

MARIN PROMISE PARTNERSHIP

Sifting to an Antiracist Stance Aug 2020



Shifts in Partnership Approach for 2020-21

- From Collegiality
- From Statements re: Equity
- From Inequitable Funding data
- From Neutral Partnership
- From “under the radar” moves
- From education test data
- From “workarounds”
- From Jargon & Complexity
- **From Equity Work**
- To “real conversations”
- To Policy Changes
- To Significant Funding shifts
- To Active Advocacy
- To Explicit Transparency
- To whole person data
- To system changes
- To Clarity in Communication
- **To an Antiracist Approach**

Embracing an Antiracist Approach

Moving All Forms of
“Race-Neutral”
“Unbiased” Leadership
into Actively and Boldly
Affirming and Advancing
Racial Equity Across Marin
Through Antiracist Work

- Antiracist acts reduce racial disparities.
- Antiracism is the act of interrupting racism and dismantling white privilege.
- An external process where an organization takes on systemic racism in, with and for, the larger community and is centered on the experience and expertise of people of color.
- Racist → not Racist → Antiracist
- Focus on institutionalized ideas and actions not individual people. “it’s not who we are, but what we are doing” “The problem is not the test taker but the test.” - Kendi

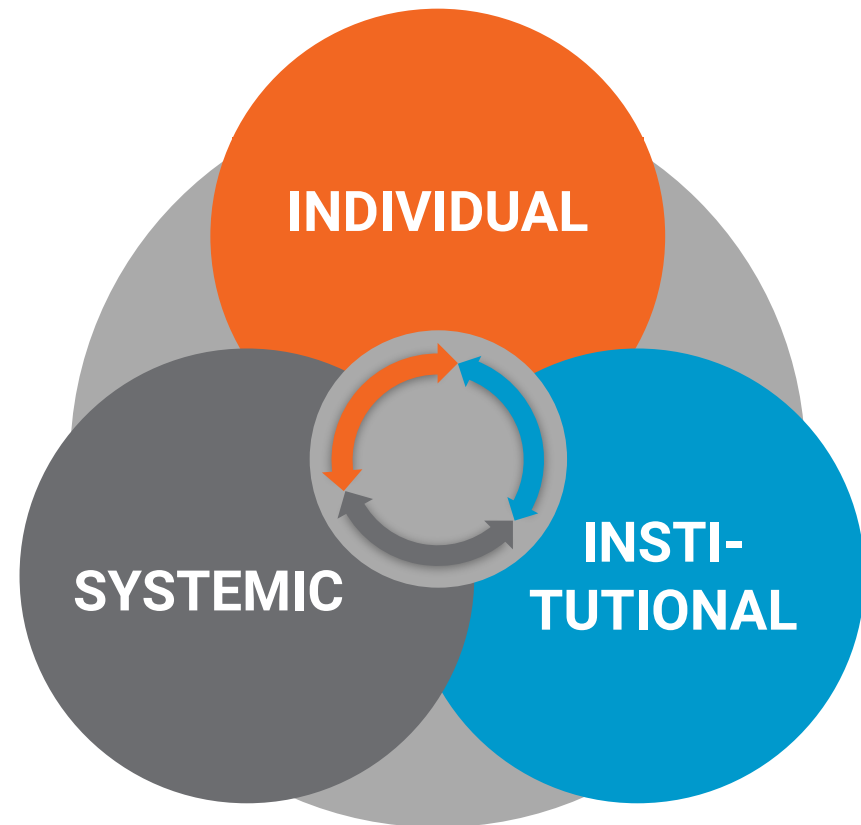
What is the difference?

Racist	Not Racist	Antiracist
<ul style="list-style-type: none">● Active● Impacts of policies and practices increase racial inequity● A person or organization implicitly or explicitly expressing a racially bias idea or supporting an inequitable policy or practice with their silence or actions.● “Color blind” denial of racial impact on systemic inequities and BIPOC● White people, culture and privilege as the dominant, normative power structure directing practices, policies, curricula, etc.	<ul style="list-style-type: none">● Passive● No action, limited action to appease “everyone” / No impact● Implicitly/unconsciously holding biased ideas and beliefs about “others” and little to no desire to explore the experiences of people of color.● “The opposite of racist isn’t ‘not racist.’ It is anti-racist. One either allows racial inequalities to persevere, as a racist, or confronts racial inequalities, as an anti-racist.” - Kendi● “Do or do not. There is no try.” - Yoda	<ul style="list-style-type: none">● Active● Decentering whiteness● Impacts of policies and practices decrease racial inequity● A person <u>expressing</u> an antiracist idea or supporting an antiracist policy or practice with their <u>actions</u>.● Dismantling root causes of white privilege, white supremacy, and structural inequities● Explicit policy & practice changes that affirmatively further equity● Races are Different <u>&</u> Equal

Transformative change leading to racial equity requires empowering all three ways of addressing racism.

Change can and should happen in all three ways, but is most effective when all three support each other, as well as when those in positional authority take on more leadership around addressing racism.

A Framework for Action

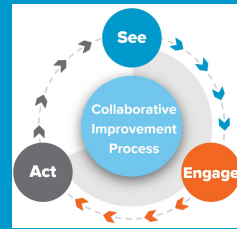


Partners Are Addressing Racism in Three Ways

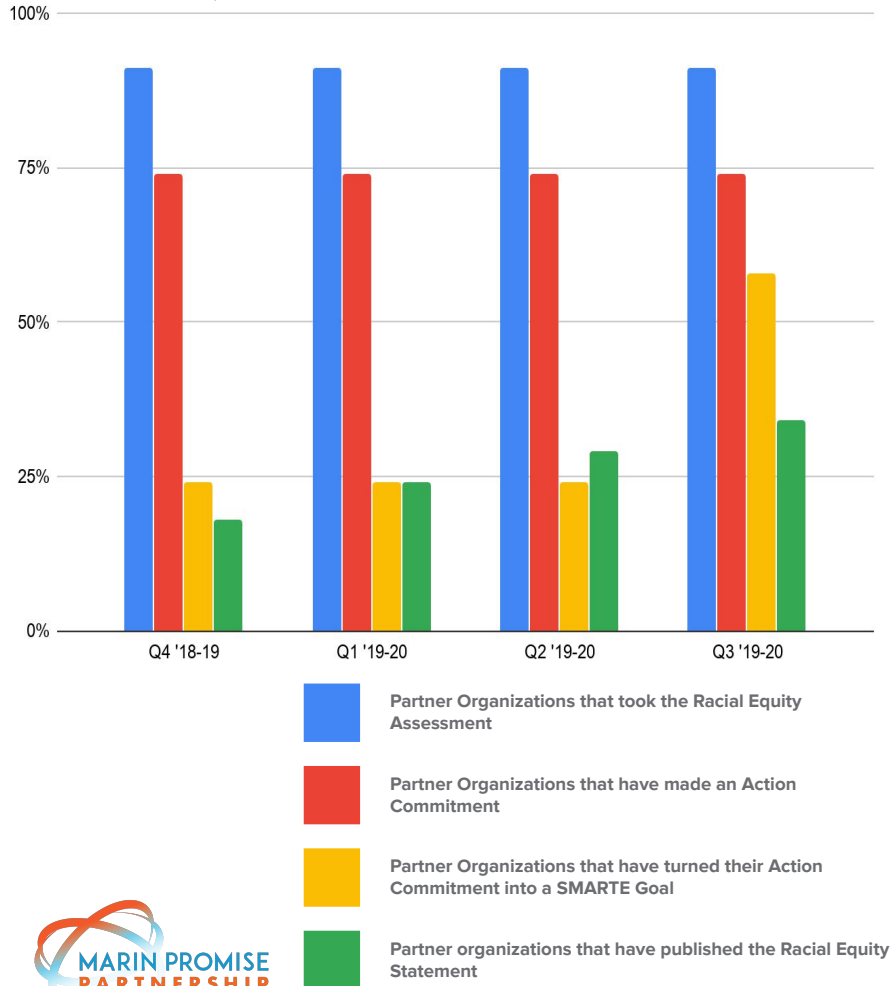
INDIVIDUAL	INSTITUTIONAL	SYSTEMIC
<p>Learn and Lead personally from an antiracist framework.</p> <ul style="list-style-type: none">● Increase awareness of personal bias and racial beliefs● Learn to accept discomfort● Reflection, reading, affinity group support● Develop courage to make difficult decisions	<p>Create an organizational container to advance racial equity.</p> <ul style="list-style-type: none">● Learn from and support what's working● Continuous organizational Self-assessments● Create accountability structures & metrics (SMARTER Goals) and regular opportunities for dialogue and reflection.	<p>Build a movement collectively as a Partnership.</p> <ul style="list-style-type: none">● Transformation rather than incrementalism● Redistribution of power and authority● Aligning and coordinating individual agency actions● Strengthening interagency practices and aligning policies



Cultural Responsiveness: Increase Collective Accountability for Taking Antiracist Actions



RACIAL EQUITY SELF ASSESSMENT PROGRESS



Countywide Goal: Actively and boldly affirm and advance racial equity across Marin through individual, institutional, and systemic antiracist action.

Progress Indicator:

- Achieve partnership-wide progress on the baseline racial equity self-assessment

Action Metrics:

- % of PC orgs that have created and implemented SMART E goals
- % of PC orgs that commit to antiracist work by posting the racial equity statement

ACTION COMMITMENT

ARE YOU READY?

**How might taking an antiracist approach
shift the work you're doing
PERSONALLY, INSTITUTIONALLY in your
organization and SYSTEMICALLY
together in one of the Partnership priority
initiatives?**