**continuum on becoming an anti-racist multicultural institution** - anti-racism training  $\hat{A} \notin \hat{A} \notin \hat{A$ consciousness of institutionalized white power and privilege  $\tilde{A}\phi\hat{A}\in\hat{A}\phi$  develops intentional identity as an "anti-racist" institution  $\tilde{A} \notin \hat{A} \notin \hat{$ increasing commitment to dismantle racism and eliminate inherent white advantage actively recruits and â€Â~passing it on:' reflections of a white anti-racist ...- in an anti-racist solidarity workshop, 'accountability' can and does involve all of the aspects mentioned above, but how can the learning experience of a workshop, which is not the work, as catherine jones points out in her powerful article, 'the work is not the workshop: talking and doing, visibility and accountability in the white anti-racist continuum on becoming an anti-racist multicultural institution - anti-racism training new consciousness of institutionalizes white power and privilege develops intentional identity as an  $\tilde{A}\phi\hat{A}\in\hat{A}$  canti-racist institution  $\tilde{A}\phi\hat{A}\in\hat{A}$  begins to develop accountability to racially oppressed communities increasing commitment to dismantle racism and eliminate inherent white advantage but  $\tilde{A} \notin \hat{A} \notin \hat{A}$  institutional structures and coalition of anti-racist whites (carw) - 3 about carw carw is a group of white people in the seattle area working to undo institutional racism and white privilege through education and organizing in white communities and active support of anti-racist, people of color-led organizations, continuum on becoming an anti-racist, multicultural ... - anti-racism training  $\tilde{A}\phi\hat{A}\in\hat{A}\phi$ new consciousness of institutionalized white power and privilege  $\tilde{A} \not \in \hat{A} \not \in \hat{A$  $\tilde{A}\phi\hat{A}\in\hat{A}$  canti-racist  $\tilde{A}\phi\hat{A}\in\hat{A}$  institution  $\tilde{A}\phi\hat{A}\in\hat{A}\phi$  begins to develop accountability to racially oppressed communities â€Â¢increasing commitment to dismantle racism and eliminate inherent white advantage but . . .  $\tilde{A}\phi\hat{A}\in\hat{A}\phi$  institutional structures assessing organizational racism - racial equity tools - anti-racist organizations develop the leadership of staff and members so that power can be shared in a meaningful and accountable way, in an anti-racist multi-racial organization, decision-making power is shared across race. a white anti-racist organization must create a decision-making process that is account- anti-racist organizational change: resources & tools for ... - rooted in white supremacy and we aim to make communitywise more accessible for indigenous peoples. ... communitywise and members of the anti-racist organizational change working group and the anti-racist ... accountability into the change process. organizational change doesnâ€Â™t always follow an emergent as an emerging anti racist anti oppressive institution - values shaping white institutions & creating discomfort/dysfunction, a by-product of the embedded oppression and misuse of power, transforming values, often in conflict with traditional white institutional values; cultivate terrain for anti-racist accountability to germinate, either/or thinking; right/wrong, black/white, tools for white anti-racist organizing - nasco challenging white supremacy in society and building anti-racist principles in white communities. 18. commit to developing a practice of solidarity with oppressed peoples for collective liberation and a practice of accountability to the people you work with in your organization and in particular accountability to oppressed people helping whites develop anti-racist identities - anti-racist afÃ-¬Â• nity groups if you donâ€Â™t know pride, in your gut, then our pride will always threaten you. if will ... keep out any feelings of accountability. white folks often say to me,  $\tilde{A} \not c \hat{A} \in \hat{A}$  enow i feel really bad. this is too hard. i  $can \tilde{A} \not c \hat{A} \in \hat{A}^{TM} t$  deal.  $\tilde{A} \not c \hat{A} \in \hat{A}^{\bullet}$  and they leave the work to promote accusations and denials of racism: managing moral ... - of racism: managing moral accountability in public discourse martha augoustinos university of adelaide, australia ... opment of effective anti-racist practices and for naming racism when it takes place. how ... criminating against the majority white population. in australia too, anti-racist critics

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