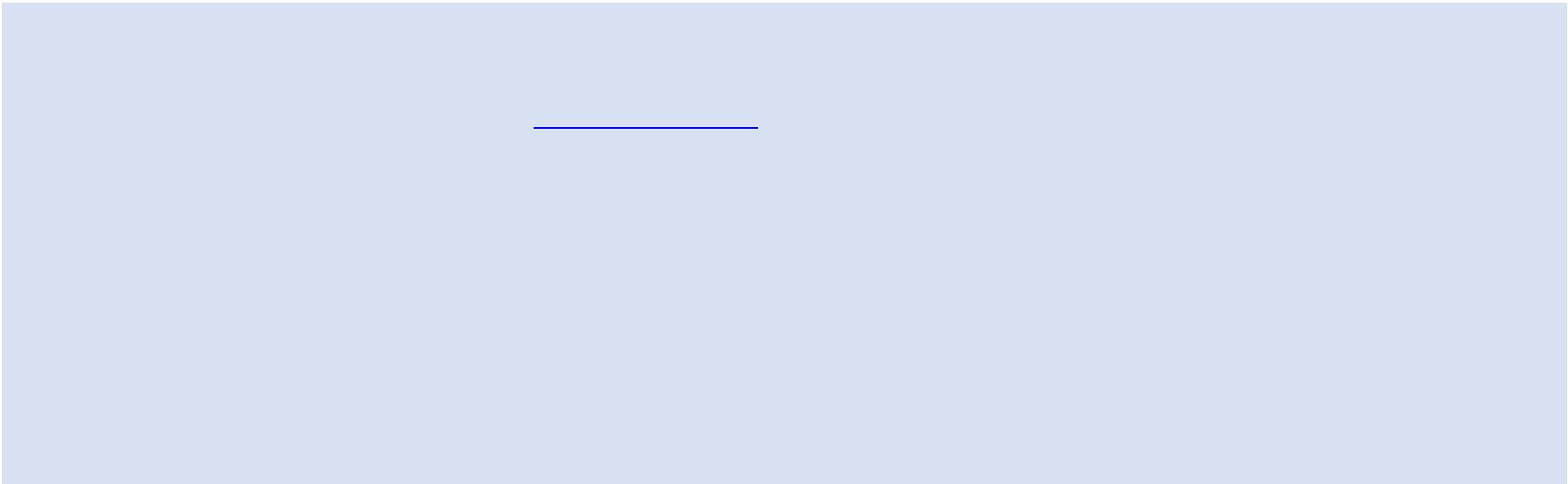


Antiracism is the commitment to fight racism wherever you find it, including within yourself" Ijeoma Oluo

*Antiracism can be conceptualized as a lens, framework, and intentional action to dismantle systems of oppression. The difference between antiracism and diversity, equity, inclusion, belonging, or the countless list of acronyms that can be added to this list is that all these efforts, although critical to forwarding progress, do not seek to address injustices deeply rooted in our systems.*

*Organizations are racialized and draw on the Country's founding history and societal hierarchies, reproducing inequities that naturally uphold white supremacy's power. We cannot erase the past; however, we are responsible for changing the trajectory for future generations. This requires unlearning, deconstruction, and demolition of policies, procedures, and norms that perpetuate the pervasive nature of racism. This means taking bold action to build inclusion through accessibility, language justice, critical thinking, checking our bias, addressing gatekeepers, empowering human agency, challenging the status quo, removal of physical/mental obstacles, ensuring equitable implementation practices, scrutinizing discretionary conduct, questioning the lack of unwritten policy/procedure, challenging complacency, and giving credit to whom it's due. It's about minimizing excessive burdens and rethinking organizational structures or practices that appear "neutral." Antiracism requires the courage to challenge and critique the reinventive nature of racism in all its creative forms and to be an active part of the change!*









*Anti-racism resources series.*

*The antiracist agenda suggested guidelines for reviewing policies.*

*Racial equity impact assessments.*

*Racial and social equity assessment tool for farm-to-school programs and policy.*

*American Sociological Review, 84*

*Administration Research and Theory*

*Journal of Public*

*Racial equity impact assessment.*

*The time's up guide to equity and inclusion: Building an antiracist workplace*