Supporting Anti-racism

Doing exercise – Becoming an Anti-Racist Organisation

Read the following extract from [Becoming an Anti-Racist Organization: An Anti-Racist Model for Organizational Change](#) by Mary Pender Greene, LCSW-R, CGP President & CEO MPG Consulting. Estimated read time 2 minutes.

Once you've read the extract, spend 5 minutes recording your reflections in your notes.

"Racism destroys the uniqueness and nullifies the experience, inspiration, and vision that could be offered by staff and board members of color. Therefore, the ultimate role of a leader in an anti-racist institution is to create an organizational atmosphere of inclusiveness and belonging which tends to produce an environment of participation. The goal is to create an inclusive environment where all employees have a sense of belonging. Belonging goes beyond the concept of Diversity, Equity, and Inclusion to a feeling of being fully accepted. **Belongingness** is the sense of psychological and emotional wellbeing that enables people to perform at their best, feel valued, respected, motivated, and can contribute their unique views and ideas. You may want to add *Belonging* as an integral part of your DEI initiative so that it becomes Diversity, Equity, Inclusion, and Belonging (DEIB).

"If we want people to fully show up, to bring their whole selves including their unarmored, whole hearts — so that we can innovate, solve problems, and serve people—we must be vigilant about creating a culture in which people feel safe, seen, heard, and respected." **— Brené Brown, Dare to Lead: Brave Work. Tough Conversations. Whole Hearts.**

As a leader, you may need support and/or coaching to lead the creation of a fully inclusive organizational environment. It is important that you learn to examine power, privilege, rank, and culture (PPRC), and the impact of their intersections on leadership, management, supervision, and staff relations. Understanding these principles and methods is vital in the pursuit of an inclusive, fair, and respectful workplace that values all individuals, generates a sense of belonging, and embraces diversity—with the goal of eliminating barriers to success in the workplace.

We all know from past experiences that any major institutional culture change requires "top down" buy-in and often external consultation and support. We also know that **PRIVILEGE** is often **INVISIBLE** to people who have it and **PAINFULLY OBVIOUS** to those who don't. Additionally, the uncompensated, exhausting **Emotional Labor** that is required of People of Color in white spaces much also be understood, examined and alleviated. Indeed, there is much educating and work to be done in becoming an anti-racist organization. The journey begins with setting the **TONE FROM THE TOP**, and formulating an anti-racist organizational development plan that begins with the board, executive leaders, managers, and supervisors."