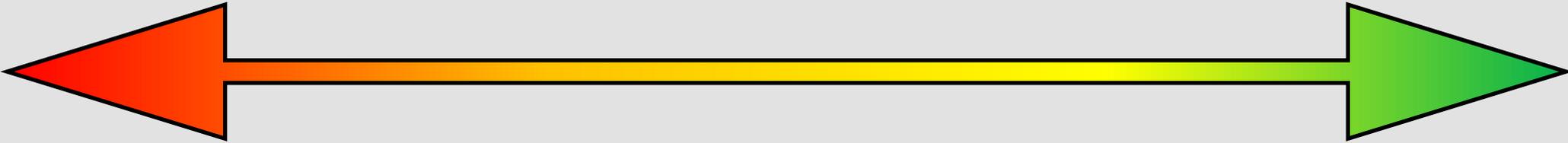


A LEARNING CONTINUUM FOR RACE-FOCUSED WORK



COLOR-BLIND

At this end of continuum is a “place” that is “color-blind,” either by design or default.

That is, the organization tends to think that what’s good for “everyone” will necessarily be good for people of color.

Thus, it does not lift up issues of equality, diversity, and inclusion in any regular or routine way.

Further, it may even take up the position that paying attention to racial/ethnic diversity or disparities diverts attention away from shared concerns.

(e.g. “All Lives Matter” notion when inserted into a “Black Lives Matter” conversation or when someone says “reverse racism”)

DIVERSITY-ONLY

When organizations have decided, with deliberate emphasis, to focus on diversity (but, diversity-only), recognizing that it offers value to the workplace/space and the work/environment.

This “place” is not attuned to equity and may not even be active around issues of inclusion.

Organizations in this place may feel either (a) doing the work of creating diversity will allow other goals to fall in place, or (b) doing the work of diversity is itself labor-intensive, not really allowing space to work on issues of race.

(e.g. when people dismiss diversity as not being a “black and white” or race issue or when human resource policy says to recruit for diversity within staff, but do not create an environment to support that diverse staff)

RACE-TENTATIVE

Those organizations that find data showing racial disparities troubling, know something needs to be done, and yet are not sure how to act systemically on that concern.

They make take a step or two in the way of funding or outreach or hiring a person responsible for Diversity and Inclusion.

They may also recognize that their own staff and Board are not diverse but presume that slow turnover of staff and Board members dictates slow change.

(e.g. “We just don’t know what to do, but we don’t want to get it wrong.”)

EQUITY-FOCUSED

The right end of the continuum is a racial equity approach, one which characterizes the most race-intentional organizations.

This “place” recognizes that virtually all programmatic and operational functions must be culturally competent, race-informed, and anti-oppressive in order to advance the overall organizational mission.

(e.g. elimination of disparities, closing the achievement gap, addressing health inequities, focus on issues of social justice, etc.)