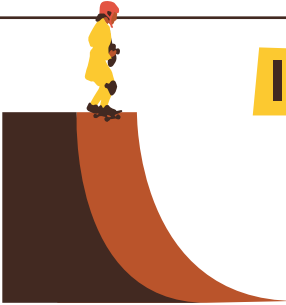


Organizations and Anti-Racism Self-Assessment Tool

While the following tool was not designed specifically for the skateboarding industry or social skateboarding organizations, we thought it would be useful to share with the Pushing Against Racism signatories as a starting point for self-evaluation within your organization or community initiatives.

Credit for the original text goes to Thulasy Lettner and the AROC Advisory Group at CommunityWise Resource Centre. The graphics have been adapted by Pushing Against Racism.

Use this tool to have an honest conversation about how ready your organization might be to start addressing racism within the organization itself. Where are you now? And what would it take to become more Principled?




Inactive

Petrified

Fear Motivated


Petrified organizations are either afraid of revealing their past or present racism, or afraid of doing the 'wrong' thing to address it. They are held in place by feelings of fear or shame, and their focus is entirely on themselves. They say they are "listening and learning", "having conversations", or "not rushing into things". Their lack of action or accountability supports the status quo.



Perpetuating

Values Motivated

Perpetuating organizations say they are aligned with principles of anti-racism and intersectionality, but conflate understanding them in theory with actually putting them into practice. They often work in service of marginalized people and causes such as women, migrants, poverty and homelessness, the environment, etc. They feel they are already doing good work, and so avoid acknowledging or addressing racism. They see anti-racism as incidental to their "real" work, or even as a distraction or threat to their focus.




Active

Performative

Fear Motivated

Performative organizations are afraid of looking bad. They spring into action to protect their image. They will do work at the surface layers of their organization -- in their external communications, programs, work with community, or even hiring -- but they are not willing to shift power or change their internal culture. This supports racism instead of disrupting it.



Principled

Values Motivated

Principled organizations are willing to feel uncomfortable as they take anti-racist action in deep and tangible ways. They stay accountable to Indigenous, Black, and Racialized stakeholders and their experiences and priorities. They invite opportunities to share power instead of avoiding them. They see this work as key to their own growth. They can move productively through the challenges that come with change.



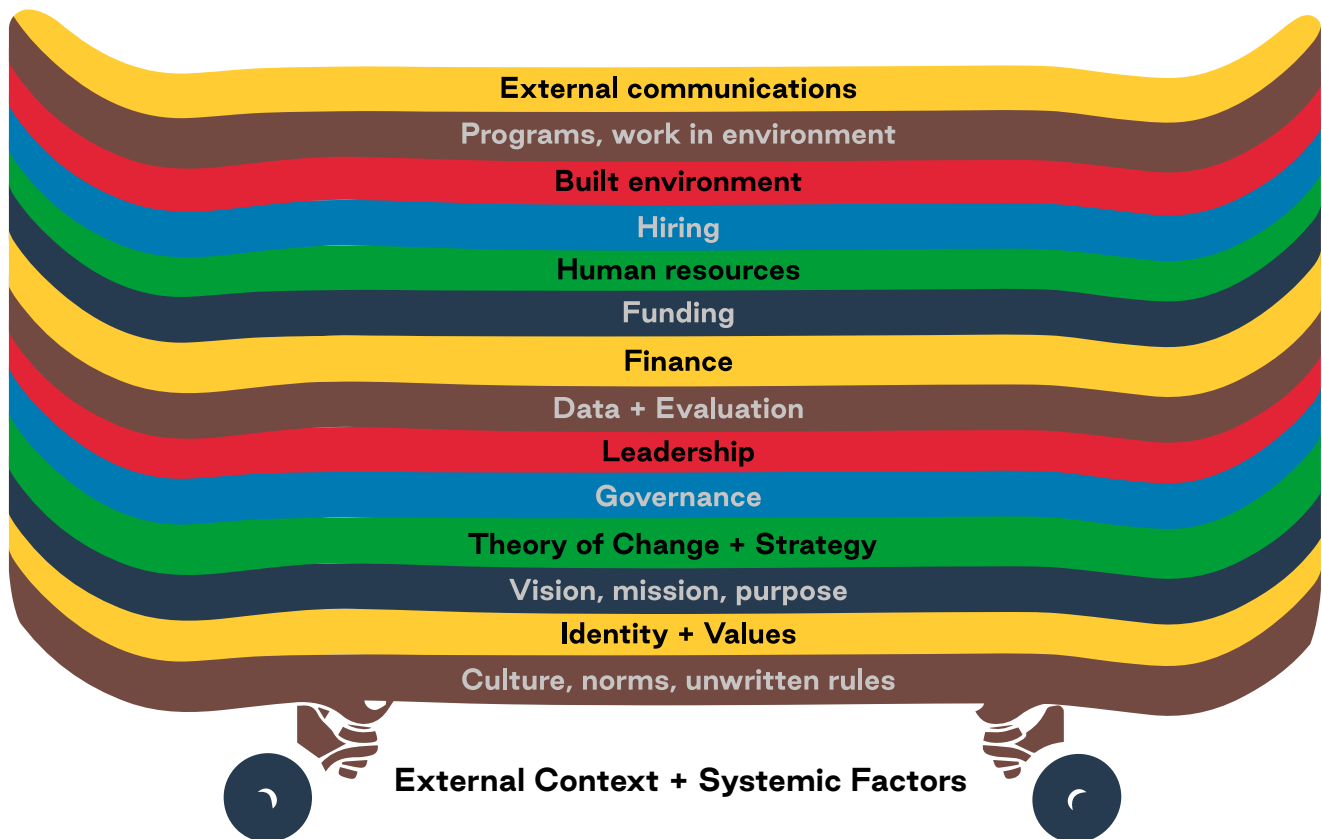
Skateboard Ply Tool



Important reminder

While this tool can help you build a more detailed map of anti-racism in your organization, ideally, this tool should be filled out in partnership with your organization's Black, Indigenous and racialized stakeholders. This could be an advisory committee or internal racial affinity groups. In the absence of such structures, this can be completed by staff from all levels of the organization, as well as board members. If you are an all-white team, you need to be aware that these are just your best guesses. This is not a replacement for a community accountability framework and structures; it is merely a way to start looking at places to focus your efforts. You must build ongoing relationships of accountability and open communication with your Black, Indigenous and racialized stakeholders in order to know if what you are doing is actually addressing the racism they face.

The Organizational Skateboard Ply



Pushing Against Racism borrowed the “onion” concept and altered it to fit within the social skateboarding context using a skateboard’s ply layers.

Any social skate project can be understood through these skateboard ply layers, with some layers closer to the surface that are easier to see, access, and change, and some that are deeper within that take more time and effort to change.

Addressing racism in the surface layers, while significant and far-reaching, can obscure or even prevent changes that need to happen deeper within. **Racism needs to be addressed in multiple if not all layers in order to create enduring anti-racist organizational change.** While there are external, contextual, and systemic constraints to this work, organizations have a lot of control over how things happen inside their ‘skateboard’, and we see it as the site of action for Pushing Against Racism.

This tool is designed to help you break down the large problem of addressing racism in your organization into smaller, more bounded parts. Doing this reveals the way racism is embedded in our organizational structures and systems and doesn’t exist in our individual biases and behaviors alone.

Feel free to adapt this tool and add your own layers. This skateboard model reflects a standard nonprofit structure, and yours may not look exactly the same. **The important thing is to recognize the importance of change across all layers of your organization, not just the most visible ones.**

We suggest you print copies of the template (one for each layer of your skateboard model). At the top of each slide or page, write the name of that layer. For instance, External Communications or Evaluation. Focusing on one layer at a time, use virtual sticky notes to record your ideas for each box on the template.

Example

Hiring

Layer Name

What have we done?	What's working?	What to change?
<p>Statement of non-discrimination on job posting</p> <p>Posted job call in public</p> <p>Racially diverse hiring committee</p>	<p>Objective hiring criteria</p> <p>Equivalent experience accepted</p>	<p>Implement bias reduction strategies</p> <p>Give interview questions in advance</p> <p>List pay on posting</p>

Box 1

What We Have Done: In this box, list the things you are doing or have done previously to address racism at this layer of the skateboard. Remember that this is about work that happens on an organizational level, not individual activities undertaken by staff on a personal level.

Box 2

What's Working: Put things in this box when your intended impact was realized. Do you have evidence to validate the impact of your anti-racism work on Black, Indigenous and racialized stakeholders?

Box 3

What to Change: List areas to focus on, and also questions for further inquiry and research. You won't necessarily know how you could do better or what needs to change; your Black, Indigenous, and racialized stakeholders will know. Use the links at the end of this tool as prompts for further inquiry.

External Communications

Content creators, here's an Equity Screen to use as you work on your next blog post, book, podcast, or video

Built Environment

"SPACE" chapter in How to be an Anti-Racist, by Ibram X. Kendi

Human Resources

The "Problem" Woman of Colour in the Workplace

Walk with Me: A Woman of Colour's Journey in Nonprofit Organizations

Finance

Participatory Budgeting

Leadership

What Does it Look Like to Support Women of Color to Lead?

Theory of Change / Strategy

CommunityWise's Theory of Change

CommunityWise's 2020-2023 Strategic Plan

Identity and Values

CommunityWise's Values

Programming and Work with Communities

Let's Not Confuse 'Access and Inclusion' with Racial Equity

Are you or your org guilty of Trickle-Down Community Engagement?

Hiring

18 Ways We've Improved Our Hiring Process

Thinking Through Your Hiring Process

19 tips for making your job posting so amazing, unicorns will weep tears of joy

Funding

Can we agree on this simple definition of Equity?

Data and Evaluation

Count me in! COLLECTING HUMAN RIGHTS- BASED DATA

Data Standards for the Identification and Monitoring of Systemic Racism

We All Count

Governance

7 things you can do to improve the sad, pathetic state of board diversity

Vision / Mission / Purpose

What if we told the truth?

Culture, Norms, Unwritten Rules

White Supremacy Culture in Organizations
Organizational Culture is like an Iceberg

Culture Heritage Below the Water Line

Layer Name

What have we done?



What's working?



What to change?

Layer Name

What have we done?



What's working?

What to change?

P U S H I N G



A G A I N S T R A C I S M

Commitment to Anti-Racism in Skateboarding

Pushing Against Racism (PAR) is led by a coalition of skateboarding-focused organizations around the world, who launched the Commitment To Anti-Racism in Skateboarding in May 2021 and the annual PAR Fund to support greater diversity and inclusion in skateboarding worldwide. PAR is coordinated by Skateistan's Goodpush Alliance.

www.goodpush.org/antiracism

