



**To:** [Appropriate Individuals in the Organization/Board/Senior Leadership]

**From:** [You/A Group of Individuals/A Committee/etc...]

**Date:** [Month Day, Year]

**RE:** Making this Organization AntiRacist

In the wake of recent events, it is clear that racism and anti-Blackness are woven into the fabric of America. We can see it in the prevalence of discrimination and inequity that affects every aspect of American life -- education, housing, health care, employment, economics, police brutality, violence against Black people, and the criminal justice system.

**There is no profession, institution, school, or community that is exempt.** In fact, recent studies show that educators and non-educators have nearly identical explicit and implicit bias anti-Black rates/pro-white rates (30% explicit, 77% implicit). The anti-Black lens that has been exposed in police brutality, the weaponizing of whiteness against Black people, and studies showing convicted white felons receive more call backs for employment than Black people with no criminal record, Black workers are twice as likely to be unemployed as white workers at almost every education level, despite making up 13% of the US population, and experience racial disparities in finding employment and wages offered, underscore the inherent inequity that is not relegated to a few people, a few professions, or a few organizations.

I understand that the organization has [describe whatever they have done recently to address these issues]. Thank you, those steps seem like a start in the right direction. However, as **a member of this organization I am very concerned about the inevitable existence of racist policies and I would like to know what this organization is doing to identify and dismantle such policies within the organization.**

The leading scholar on AntiRacism, Professor Ibram X. Kendi, defines a racist policy as “any measure that produces or sustains racial inequity between racial groups” and an AntiRacist policy as “any measure that produces or sustains racial equity between racial groups.”

Years have been spent on sporadic diversity and inclusion training, however, such measures have not eradicated racist policies and are inadequate to make the meaningful systemic change needed to create a just America. **The urgency of this moment calls for immediate action.**

**Actions needed include an independent audit of existing written and unwritten racist policies that will be swiftly dismantled and replaced with active AntiRacist ideas and policies in all levels of this organization’s governance and employment in the areas listed below. Metrics for compliance also need to be designed and implemented.**

Areas to be addressed include:

- Make up of the Board and other governing groups, committees, and senior level positions
- Human Resources
  - Recruitment
  - Hiring
  - Retention
  - Performance
  - Promotion
  - Special Assignments
  - Training
  - Compensation
    - Bonuses
    - Pay
  - Formal and Informal Mentoring
  - Discipline
  - Termination
- Organizational Mission Critical Work
- Existing Diversity and Inclusion Statements and Mandates
  - What is the organization saying publicly and internally about systemic racism, racist policies, and anti-Blackness in America?
  - Is the organization allocating adequate funding to address the issues identified as part of this audit?

- Workforce
  - How is the organization supporting Black employees?
  - What percentage of the employees is Black?
  - What percentage of management is Black?
  - What percentage of senior management is Black?
  - What is the organization doing to educate its workforce about systemic racism and racist policies, and the need to dismantle them within the organization?
- Evaluation of the organization according to the [Continuum on Becoming an Ant-Racist Multicultural Organization](#)

A robust social and emotional support program is also needed to support Black employees to repair racial trauma. Learn about weathering and other implications discrimination has on Black people's emotional and physical wellbeing by reading the embedded links.

Please also review [What We're Doing to Dismantle White Supremacy at B Local PDX](#) and [How to Avoid Corporate Blackwashing](#) for additional guideposts.

I am eager to help in any way I can and volunteer [to serve on a committee tasked with coordinating with the organization's leaders] on this very important issue.

Thank you,