

Drawn from my life-long experience being the only Black woman in many predominantly white institutions, here are a few concrete things that organizations can do when starting anti-racist work that will do the least harm to Black people in your organization:

20 Questions For Organizations Starting Anti-Racist Work:

by: Hope Wabuke

1. Are you centering the Black voices in your organization? Are you listening, rather than ignoring or speaking over these voices?
2. How are you personally and institutionally creating a space where the Black and people of color in your organization feel safe from harm from racism and microaggressions?
3. Are you expecting the Black and people of color in your organization to do all the diversity work alone? How are you supporting their efforts?
4. Do you tell the Black people in your organization that they are lying when speak about the racism and microaggressions they detail experiencing in your organization?
5. Do you engage in meaningful anti-racist reflection and meaningful anti-racist action in your organization?
6. Are you mindful of diversity and inclusion in all decisions in your organization?
7. Do you think as a collective? Or do you delegate a token nothing diversity statement to the token Black or person of color who is part of your organization?
8. How is your organization investing ideologically and financially in diversity & inclusion?
9. Do you empower leadership and voice from the Black people in your organization? Or do you only like them to be silent token symbols and get angry when they speak?
10. Can you resist the temptation to have all anti-racist action revolve around “donating?” (But if you are donating, donate money or else the specific thing that is requested by the donation recipient, rather than what you think is needed).
11. Can you engage with Blackness with equality, communication, and support, rather than white savior charity?
12. Can you respond intentionally? Do you get defensive and retreat into white tears or speak over the Black people in your group?
13. How can you invest in a critical mass of Black and people of color representation so that this immense weight of representation does not fall on one, or even two, or even five members of your organization?

14. How can you commit to a greater diverse demographic in your organization? How will you eradicate your unconscious bias so that you hire Black employees and employees of color BECAUSE they are the best candidates rather than passing them over because you think that Black candidates cannot be as good as the white candidates for some reason you invent?
15. Are you interrogating your privilege? Are you paying attention to how internalized your white supremacy is? Do you notice that you ignore when the Black woman in your organization speaks but applaud when one of the white men in your organization says the same exact thing 10 minutes later, for example?
16. Do you read and educate yourself on how to be proactively anti-racist and create safe inclusive spaces so you can create that for your Black and people of color board members and/or employees? How are you being accountable?
17. Do you admit that institutional racism and bias exist in your organization as part of the inherent nature of institutional racism?
18. Do you implement regular diversity and sensitivity training from a reputable outside consultant as a norm in your organization?
19. Do you acknowledge the difference between people of color and Black? Do you acknowledge the presence of anti-Black people of color, and the damage anti-Black people of color do without the presence of Black people of color?
20. Will you make an action plan that means something and is not just hollow lip service & commit to follow through?

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