



Oregon Coalition
Against Domestic & Sexual Violence



ANTI-RACIST ORGANIZATIONS: BUILDING A COMMUNITY PLAN

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Racial Justice

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- “ Change
- “ Inclusion/Accessibility
- “ Equal and Equitable Opportunity
- “ Dignity/Human Rights
- “ Understanding of oppression and historical trauma
- “ Shared Power and Resources



Racial Justice

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Definition:

Creation and proactive reinforcement of policies, practices, attitudes and actions that produce equitable power, access, opportunities, treatment and outcomes for all.



Changing the focus: beyond who is a racist to...

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“ How does our organization support or challenge a world view that values dominance, power over, and primary white culture.

Useful questions:

- “ What is causing inequalities
- “ How can we advance racial justice
- “ What actions could influence the power holders



Moving toward racial justice

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- “ Target Institutional and structural Inequalities
- “ Focus on Racial Equity
- “ Prioritize Impact Over Intention
- “ Redefine Accountability
- “ Foster Strategic Alliances



Planning & Evaluation

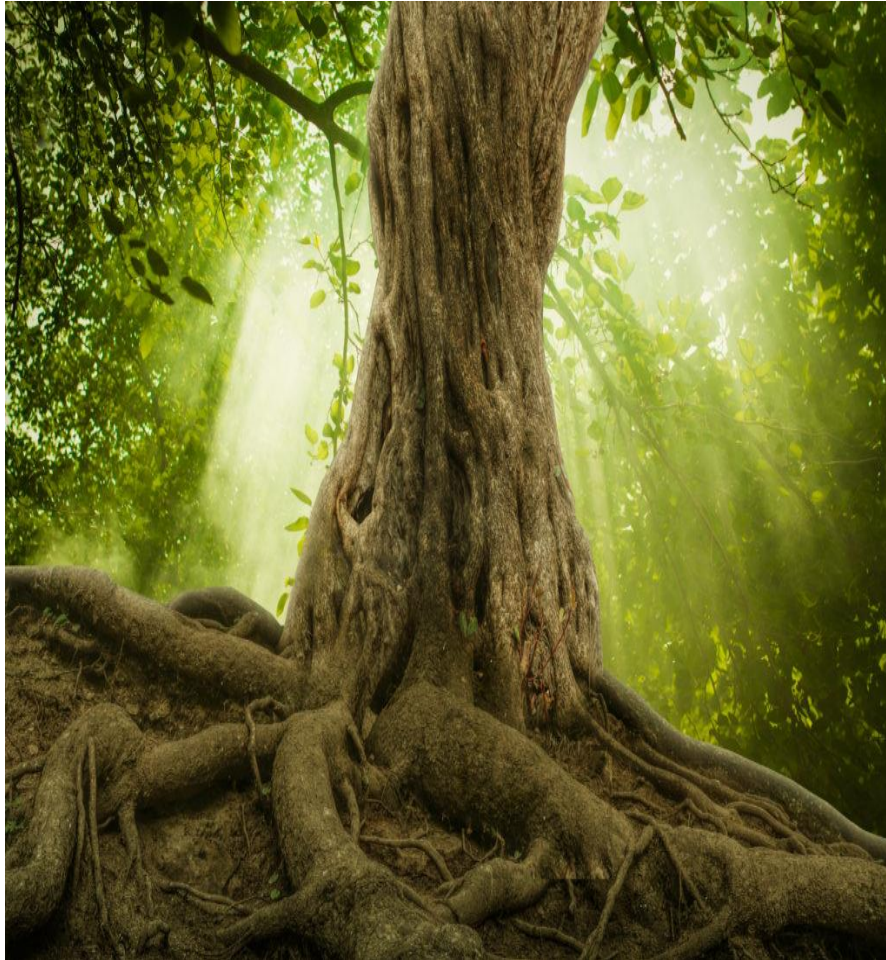
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- “ Be specific
- “ Consider your strengths and challenges
- “ Consider your role and access to power
- “ Consider your community and the inequities that people of color face
- “ Consider the strengths within the communities of color that you work with.



Some reflection

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- " How do you feel about the work
- " What are your priorities for the organization
- " What excites you?
- " What questions do you have?
- " Where do you resist this work?
- " What is your role?
- " ...



A Few Resources

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Closing

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