



Organizational Racial Justice Practices

**Compiled by the Communities of Color Task Force
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These possibilities are listed in no particular order, and are not comprehensive. They provide a starting place for organizations looking to engage more deeply in anti-racism and racial justice work. Please see our website's Anti-Oppression and Equity page or contact us if you want examples of the below or for support implementing any of these practices.

1. Survey/self-assessment of organizational practices
2. Survey/assessment of needs of people of color in your community
3. Reading/self-education on race/racism in your community
4. Revise mission statement to reflect anti-racism, anti-oppression
 - a. This can dovetail into policies and can support anti-racism within the organization as well as with partners (eg, 'this is our mission, how does your work/our collaborative work align with that?')
5. Include anti-racism material in new staff orientation
6. Prioritize anti-oppression and anti-racism training as part of 40-hour training
7. Ongoing racial justice trainings for staff, Board and volunteers
8. Whole organization commitment (staff, Board, volunteers, other stakeholders)
9. At regular meetings ask questions such as 'how has race/racism affected your work this week/month?' and have everyone respond (20-30 min, monthly or quarterly) to help bring racial justice into focus for the entire team
10. Actively make your workplace a safe space for employees and participants to share their experiences of racism (whether internal or external)
11. Create an equity or racial justice committee that meets on a regular basis and is empowered to plan trainings and make policy change recommendations
12. Review demographics of people who have been exited from program
13. Use a decision-making lens or racial justice filters (a short list of questions to review as we make decisions, that helps us be mindful of impacts on communities of color)
14. Whistleblower protection policies (protect employees from retaliation when they have identified problems in the organization)
15. Find out what other organizations are doing; ask for mentorship/partnership
16. Refrain from re-centering whiteness
17. Actively challenge ourselves and our communities around racism and all forms of oppression, not only DV/SA/stalking
18. Practice compassionately interrupting racism with our own kids, family and friends