

# dismantling racism

2013



a  
workbook  
for  
social  
change  
groups

**dR**works

[www.dismantlingracism.org](http://www.dismantlingracism.org)

## **o**rganizational **v**accine

- adapted from Joan Olsson, Cultural Bridges

Clarity from the beginning of any project or plan will prevent, or at least, minimize misunderstandings, conflicts, and crises. Spend the time necessary to vaccinate your organization by developing:

### **CLEAR EXPECTATIONS**

- written, specific agreements which all parties understand and agree to

### **CLEAR COMMUNICATION**

- regular, dependable, accessible
- 'lines' of communication that everyone understands

### **CLEAR DECISION-MAKING PROCESS**

- clarity about how decisions are made (consensus, voting, etc.)
- clarity about who is responsible for making decisions (who decides what?)

### **CLEAR STRATEGIC PLAN**

- specific and measurable goals and timelines
- meaningful goals which people share with enthusiasm
- clear accountability (who reports to whom?)

### **CLIMATE OF INCLUSION**

- proactive and genuinely 'affirmative' actions and attitudes
- understanding of organizational need for diversity and power-sharing
- avoidance of 'cliques' or insider social groupings

### **REGULAR EVALUATION**

- of both program and individuals
- evaluate strengths as well as weaknesses
- a learning environment (we learn from our mistakes)

### **CONFLICT RESOLUTION and GRIEVANCE PROCESSES**

- agreed upon before the crisis