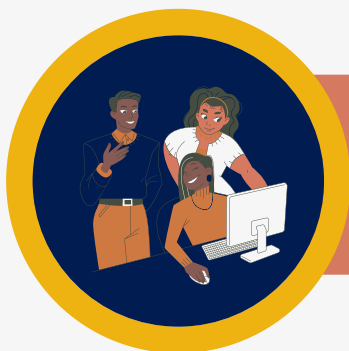


Becoming an Anti-Racist Organization

Benchmarks

Our membership community is committed to anti-racist transformation and engaging in the self-analyses necessary to undo systemic racism in society. Guided by Western States' Dismantling Racism tools, our membership collectively came together to share these action steps. We hope these are tangible steps your organizations can take on your journey towards anti-racism.



Organizational Culture

1. Ensure a safe environment where all people can bring their whole selves to spaces.
2. Place a greater emphasis on healing and managing emotional fatigue.
3. Create staff meetings that facilitate meaningful input from all members within our workspaces regardless of title or position.



Diverse Staffing

1. Empower BIPOC staff in their roles and ensure they have a say in the recruitment and hiring process.
2. Ensure a culture of self-care within our workspaces.
3. Reframe job posting, interview questions and hiring criteria to prioritize hiring those with lived experience with the legal system.



Policies and Programs

1. Make restorative justice the standard response to youth making mistakes or getting in trouble with the law.
2. Follow the lead of youth and youth-led organizations with respect to what policies to pursue.
3. Prioritize specific policy changes that we know disproportionately harm Black and Brown youth.



Accountability

1. Reject hierarchical operations and prioritize youth and family involvement during every step of the change process.
2. Employ young people and prioritize their training so they can lead public education campaigns.
3. Create space for system-involved youth and families to learn, share, and lead advocacy.



Anti-Racism

In taking these steps, we can all come closer to embodying anti-racist organizations that cultivate the leadership of people of color, encourage white allies to challenge each other to grow, and create space for staff across race, cultures, and oppressions to build relationships and achieve collective goals.