



ROADMAP TO ANTI-RACISM

The National Juvenile Justice Network and its membership committed to becoming anti-racist organizations in 2018. Here's a look at how we aim to get there.

AN ANTI-RACIST ORGANIZATION IS...

An anti-racist organization allows diverse viewpoints to proliferate and puts all staff on equal footing so they can do their best work in a welcoming and justice-oriented environment. When staff and members of all backgrounds are uplifted, the organization will thrive and meet the goals of its mission more effectively.

GUIDING FRAMEWORK

NJJN uses Western States' Anti-Racist Organizational Development as its guiding framework to shift to an anti-racist organization.

ASSESSMENT

The rubric is all-encompassing, and analysis requires organizations to consider factors in each area. Note that the goal is less about checking all the boxes to reach the final "status" of anti-racist organization but more about building a regular anti-racist practice that continually identifies opportunities for growth.

PROCESS

We encourage all organizations to engage their whole staff in completing the Western States' organizational development assessment. A successful assessment requires trust and space for conversation and dissent. While different processes work best for different organizations, some helpful strategies include setting ground rules, hiring an outside facilitator, ensuring space for individual assessment, team assessments, and all staff report outs.

CHARTING THE PATH FORWARD

Get specific! Write down 1-, 3-, and 5-year goals in each rubric area. Begin incorporating these goals into individual and organizational work plans and larger strategic plans.

CONCLUSION

The road to anti-racism happens along a continuum. With humility, authenticity, and commitment, we continue the work of dismantling white supremacy and realizing a truly just world for all people.

**ADDITIONAL RESOURCES AT
[HTTPS://WWW.NJJN.ORG/OUR-WORK/TRAINING-AND-RESOURCES](https://www.njjn.org/our-work/training-and-resources).**

