

VISION

We envision a Black feminist future in which all people experience care, safety, dignity, and belonging.

GOAL

Black-led, multiracial organizations will embody antiracist, anti-oppressive organizational cultures that intentionally unleash the power of people with different racial and other identities to achieve their mission.

Embodied Antiracist Organizational Culture

If LPCG:

- * Is anchored in its vision, values, and commitments.

If these conditions are present

If Individuals Within an Organization:

- * Are willing to explore and hold a shared commitment to embodiment, including an awareness of emotions, resilience, and bodily sensations, as well as the habits/conditioned tendencies of liberatory and supremacist power.
- * Black, Indigenous, multiracial, and other stakeholders of color in the organization are able to name the racism they experience and internalize, and understand how they unintentionally perpetuate anti-Blackness within the organization.
- * White team members are able to name whiteness, and understand how whiteness is privileged within the organization, and how they perpetuate anti-Blackness, other forms of racism, and white supremacy within the organization.

If Organizational Leadership:

- * Creates ongoing time and space within organizational operations and programming for racial reckoning, a practice of truth-telling, grieving, and transforming the culture.
- * Leverages resources and skills of different racial groups to share power, labor, and decision-making in the organization.
- * Reflects the organization's anti-racist identity and goals.
- * Identifies and understands practices and behaviors within the organization that perpetuate anti-Blackness, white supremacy, and other forms of oppression.
- * Is aware of liberatory practices and behaviors that can help them reach their desired anti-racist and anti-white supremacy organizational values and culture.
- * Has the staff resources, skills, and capacity to lead anti-racism work internally.

Then, the following outcomes will be achieved:

- * Organizational leadership and staff will have a clear and shared understanding of elements of their organizational culture that uphold anti-Blackness and supremacist power.
- * Leadership will take concrete actions toward dismantling anti-blackness and white supremacy within their organization.
- * Leadership and staff will have increased awareness of emotions, resilience, and bodily sensations, as well as habits/conditioned tendencies of liberatory and supremacist power.

- * Harm experienced within the organization by BIPOC stakeholders will be substantially reduced.
- * BIPOC visions and strategies for liberation will start to manifest.
- * The norms and values of BIPOC cultures that are essential to an organization's work will be honored and centered.
- * Organizational assumptions, values, goals, mindsets, and aesthetics will become anti-racist, and will become visible in behaviors, policies, practices, and outcomes.
- * An Embodied Antiracist Organizational Culture (EAOC) will supplant anti-Black and white supremacist practices within an organization.

Assumptions

- * An anti-racist, anti-oppressive, multiracial organizational culture will better equip people and organizational leadership to organize themselves for justice, equity, and liberation.
- * Organizational transformation rooted in embodiment leads to sustainable change.
- * People and organizations have the agency to choose liberatory power over supremacist power.
- * Context and place are important factors in defining what embodying antiracist culture means for each organization.

- * The process of embodying anti-racism requires customized work based on peoples' racial (and other) identities.
- * If we shift practices and behaviors of organizational leadership, racial justice can become a reality in those organizations.
- * Sometimes it is strategic to pursue racial justice, equity, and liberation in an all same-race or majority same-race organization. We do not assume that all organizations need to be multiracial in order to achieve their goals; we assume that some do, and these are the organizations our approach is designed to support.