Systemic Racism and Racial Justice

A KOOP Radio Community Council Subcommittee
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Problem Statement

KOOP has had problems recruiting and retaining Black, Indigenous & People of Color (BIPOC).
The Community Council has formed a subcommittee to examine how systemic racism in the greater Central Texas community can percolate into KOOP Radio outside of our intent and awareness. We will explore ways of making KOOP a more inclusive and welcoming organization for Black, Indigenous, and People of Color (BIPOC). We will reconsider our culture and policies through a more racially equitable lens and offer suggestions for improvements to the KOOP board, station committees, staff, and volunteers to consider. The subcommittee is identifying topics related to dismantling systemic racism at KOOP. We will also recommend implementation of practices for KOOP to work in solidarity with BIPOC to promote and support racial and social justice within the greater Austin/Travis County area and beyond.
A Framework for Continuous Improvement

OPERATIONALIZE
Racial Equity and Social Justice Tools
Use data to develop strategies and drive antiracist outcomes

NORMALIZE
Develop a shared analysis with shared definitions & examples - both historical & current - of what constitutes ‘systemic racism’. Work with urgency and accountability

ORGANIZE
Evaluate and develop internal capacity; grow and maintain relationships with community
Normalizing: Shared Definitions and Analysis

Race is an arbitrary socio/biological classification created by Europeans during the time of worldwide colonial expansion, to assign human worth and social status using themselves as the model of humanity, for the purpose of legitimizing white power and white skin privilege. - From a definition created by Dr. Maulana Karenga

Race prejudice + Systemic Power = Racism

A system of oppression maintained by institutions and cultural “norms” that exploit, control, and oppress BIPOC in order to maintain a position of social and material supremacy and privilege for those that benefit from oppression.
Systemic Power is the legitimate/legal ability to access and control those institutions sanctioned by the state.

Every system in the U.S. (not including pre-existing Native systems) was created and structured legally and intentionally to exclusively serve people who came to be known as white. BIPOC had to (and continue to) fight and die to access these systems.

Equality vs Equity - often used interchangeably, but they are not the same. Equality has to do with providing the exact same resources regardless of need or ability to access. Equity accounts for the varying levels of need in order to achieve favorable outcomes for those most directly impacted.
Racism is the single most critical barrier to building effective coalitions for social change. **Racism has been consciously and systematically erected, and it can be undone only if people understand what it is, where it comes from, how it functions, and why it is perpetuated.** The path to becoming an anti-racist individual and organization begins with cultivating that understanding.

- The People’s Institute For Survival and Beyond
Organizing: Internally and Externally

Ask the tough questions!

• What are some of KOOP’s values versus realities?
• How might the station perpetuate institutional racism and inequity?
• What are the experiences of people of color within the organization?
• What is our relationship to communities of color in Austin?
• How well do we collaborate with communities of color and elevate their voices?
• What is our history of recruiting and maintaining programmers and volunteers of color?
• How do we define and evaluate success? Who holds us accountable?
Organizing: Internally and Externally

Working together to achieve more equitable outcomes within the station and broader community

• Identify problem areas to assess and address
• Shift station culture to prioritize diversity, equity, inclusion, and antiracism
• Actively recruit, support, and maintain programmers and volunteers of color
• Incorporate mandatory anti-racist training into our KOOP volunteer requirements.
• Review station bylaws, policies, practices, and procedures
Operationalizing: Using Racial Equity Tools

Based on what we learn from our internal and external organizing, it is up to us to make the necessary changes.

Our framework is a process of continuous improvement, so the work is never completed and always evolving.

Continue to improve our understanding of how racism manifests in our organization and identify ways to intervene and disrupt these patterns

Use available tools, training, data, and lived experience to inform our decisions
Continuum on Becoming an Anti-Racist, Multicultural Institution

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<td>An Anti-Racist Institution</td>
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**Racial and Cultural Differences Seen as Defects**

- Exclusively serves or segregates African Americans, Native Americans, Latinxs, and Asian Americans.
- Intentionally or publicly enforces a racist status quo throughout the institution.
- Institutionalizes racism through formal policies and practices, teaching and decision-making on all levels.
- Usually has similar institutional policies and practices toward other socially oppressed groups, such as women, disabled, elderly, and children, and gay, Third World citizens, etc.

**Racial and Cultural Differences Tolerated**

- Tolerant of a limited number of People of Color with "proper" perspective and credentials.
- May still secretly limit or exclude People of Color in contradiction to public policies.
- Continues to intentionally maintain white power and privilege through its formal policies and practices, teachings, and decision-making on all levels of institutional life.
- Often declares, "We don't have a problem."

**Racial and Cultural Differences Seen as Assets**

- grows understanding of racism as a barrier to effective diversity.
- Develops analysis of systemic racism.
- Sponsors programs of anti-racism training.
- New consciousness of institutionalized white power and privilege.
- Implements structures, policies, and practices with inclusive decision-making and other forms of power sharing on all levels of the institution's life and work.
- Committed to struggle to dismantle racism in the wider community, and builds clear lines of accountability to racially oppressed communities.
- Anti-racist multicultural diversity becomes an institutionalized asset.
- Redefines and rebuilds all relationships and activities in society, based on anti-racist commitments.

- Future vision of an institution that has overcome systemic racism.
- Institution's life reflects full participation and shared power with diverse racial, cultural, and economic groups in determining its mission, structure, constituency, policies, and practices.
- Full participation in decision-making that shapes the institution and inclusion of diverse cultures, lifestyles, and interests.
- A sense of restored community and mutual caring.
- Allies with others in combating all forms of social oppression.

*Adapted from original concept by Bill Parent and Ruth Germain, further developed by Andrea Auwarter and Roncar Branding.*