

Systemic Racism and Racial Justice

A KOOP Radio Community Council Subcommittee

91.7 FM

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Problem Statement

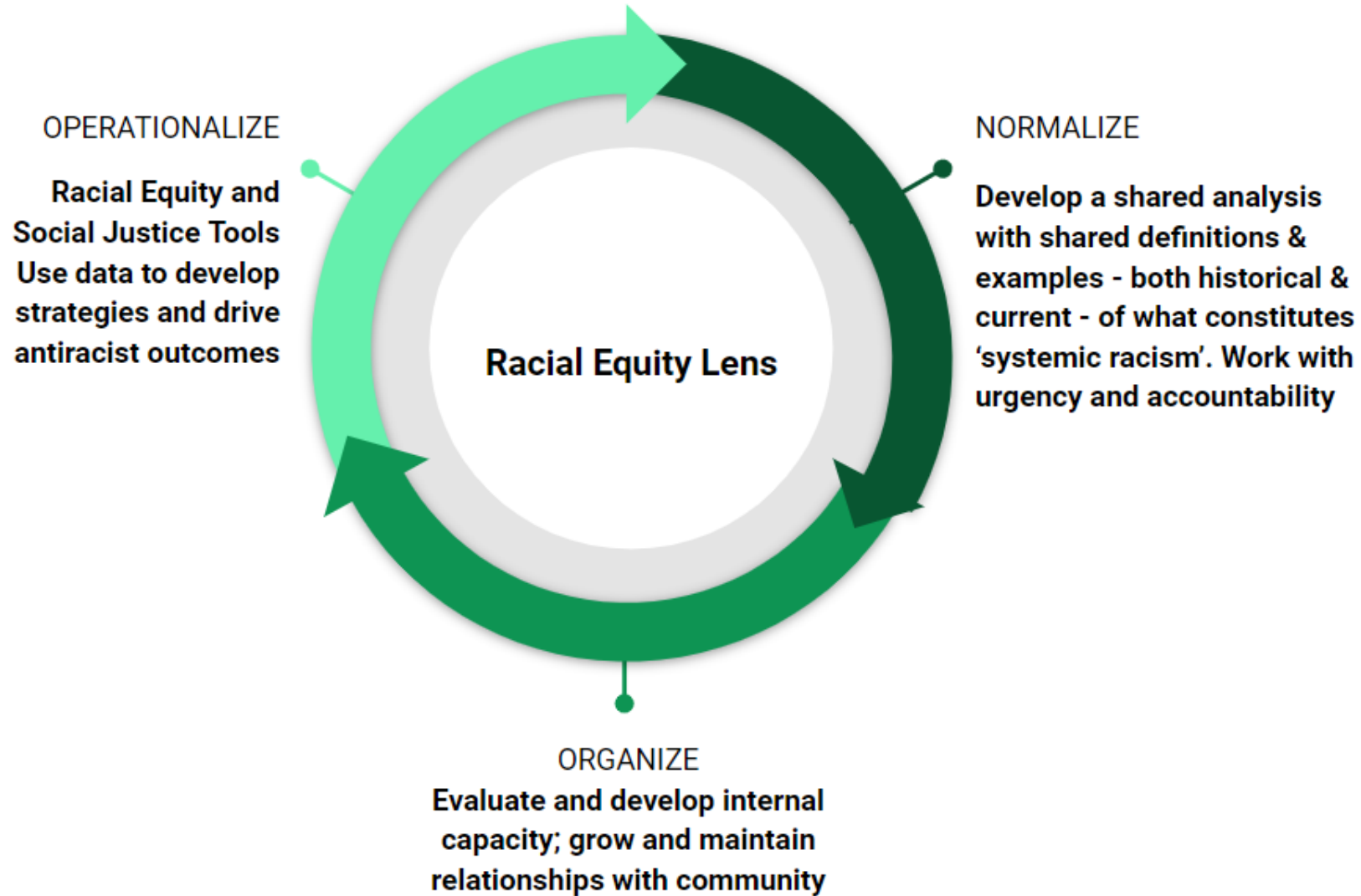
KOOP has had problems recruiting and retaining Black, Indigenous & People of Color (BIPOC).

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Statement of Purpose

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



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.

Normalizing: Shared Definitions and Analysis

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

Normalizing: Shared Definitions and Analysis

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

MONOCULTURAL		MULTICULTURAL		ANTI-RACIST		ANTI-RACIST MULTICULTURAL	
Racial and Cultural Differences Seen as Defects		Tolerant of Racial and Cultural Differences				Racial and Cultural Differences Seen as Assets	
1. Exclusive A Segregated Institution	2. Passive A "Club" Institution	3. Symbolic Change A Multicultural Institution	4. Identity Change An Anti-Racist Institution	5. Structural Change A Transforming Institution	6. Fully Inclusive A Transformed Institution in a Transformed Society		
<ul style="list-style-type: none"> • Intentionally and publicly excludes or segregates African Americans, Native Americans, Latinos and Asian Americans • Intentionally and publicly enforces the racist status quo throughout institution • Institutionalization of racism includes formal policies and practices, teachings and decision-making on all levels • Usually has similar intentional policies and practices toward other socially oppressed groups, such as women, disabled, elderly and children, lesbians and gays, Third World citizens, etc. 	<ul style="list-style-type: none"> • 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." 	<ul style="list-style-type: none"> • Makes official policy pronouncements regarding multicultural diversity • Sees itself as "non-racist" institution with open doors to People of Color • Carries out intentional inclusiveness efforts, recruiting "someone of color" on committees or office staff • Expanding view of diversity includes other socially oppressed groups, such as women, disabled, elderly and children, lesbians and gays, Third World citizens, etc. <p style="text-align: center;">But . . .</p> <ul style="list-style-type: none"> • "Not those who make waves" • Little or no contextual change in culture, policies and decision-making • Is still relatively unaware of continuing patterns of privilege, paternalism and control 	<ul style="list-style-type: none"> • Growing understanding of racism as barrier to effective diversity • Develops analysis of systemic racism • Sponsors programs of anti-racism training • New consciousness of institutionalized white power and privilege • Develops intentional identity as an "anti-racist" institution • Begins to develop accountability to racially oppressed communities • Increasing commitment to dismantle racism and eliminate inherent white advantage <p style="text-align: center;">But . . .</p> <ul style="list-style-type: none"> • Institutional structures and culture that maintain white power and privilege still intact and relatively untouched 	<ul style="list-style-type: none"> • Commits to process of intentional institutional restructuring, based on anti-racist analysis and identity • Audits and restructures all aspects of institutional life to ensure full participation of People of Color, including their worldview, culture and lifestyles • 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 • Commits 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 	<ul style="list-style-type: none"> • Future vision of an institution and wider community 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 decisions that shape 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 	<p style="font-size: small;">© By Crossroads Ministry: Adapted from original concept by Bailly Jackson and Rita Hardiman, and further developed by Andrea Avazian and Ronice Branding.</p>	