



ANTI-RACISM LENS FOR INSTITUTIONAL DECISION-MAKING

The transforming values are an indispensable lens for dismantling institutional racism behaviors, practices and policies at global, national and local levels. The following lens questions based on the transforming values are designed to address racism at all levels of institutional decision-making.

BOTH/AND, rather than EITHER/OR DECISION-MAKING

1. How will the decision we are considering be accountable to People of Color as regards achieving the institution's professed goals?
2. How will the decision promote acceptance and inclusion of new institutional behaviors in order to further the anti-racism goal(s)?
3. How will/does the decision chosen lead to an understanding of both sides of a question and incorporate a workable solution that addresses both sides of the issue?

INSTITUTIONAL DECISION-MAKING ROOTED IN ABUNDANCE rather than SCARCITY

1. How will the decision under consideration access enough resources to support the successful completion of anti-racism goals?
2. How does this decision allow for and foster creative use of available resources?
3. How does the decision promote accountability among departments in order to achieve anti-racism goals?
4. How does the proposed decision encourage the generation of multiple possibilities to move toward an anti-racism goal even if not completely fulfilling the goal?

TRANSPARENT COMMUNICATION, rather than SECRECY

1. How does the decision under consideration promote open communication *internally* within the institution?
2. How will the decision enhance outward and effective communication in the *public sphere*?
3. How will the stakeholders to be impacted by the decision be given a hearing in shaping and evaluating the decision?
4. How have those responsible for carrying out the decision shared challenges and possibilities with those to be impacted by the decision?

COLLABORATION AND COOPERATION, rather than INDIVIDUAL CREATIVITY

1. How will the decision under consideration lead to the creation of a more open and participative work environment?
2. How will the decision foster respect and appreciation for new partnerships and other relationship-building?
3. How does this decision (or actions flowing from it) foster collaboration and diminish an us/them mentality?