## **DISMANTLING RACISM WHEEL**

for Domestic Violence & Sexual Assault Advocates and Programs

## NON-OPPRESSIVE BEHAVIOR Responsible Negotiation Responsible **Negotiation** & Fairness **Advocacy**

- increase your consciousness about racebased assumptions made about clients
  - learn about different cultures in the communities you serve
- take responsibility for outreach & services to ethnic minorities Non-Threatening
  - post visible equality images
- recognize white privilege
- have the courage to change
- create system changes that are fair to people of color
- recognize and share your poweras a leader in the anti-violence

#### **Trust & Support** movement

- validate others' rights to feelings. cultural activities, and opinions support and create opportunities for
- people of color to build relationships with one another (such as caucuses
- have courage to make recommended changes

# **Behavior**

- practice integrity, openness, fairness consistency and accountability in communication with others
- stay open to different ideas even if you have a personal bias
- recognize the fear of the loss of "good ol' girl" network

## **Integrity & Accountability**

- take personal inventory of discriminatory/oppressive behaviors
  - take personal inventory of your own power and control issues
  - schedule annual antiracism staff training & program accountability inventory

#### **Economic** Shared **Equality** Responsibility

**EQUALITY** 

practices and decisions are fair and consider transferable skills - encourage all staff to benefit from program resources (ex: training opportunities)

- make sure staff hiring

- make all agency programs and benefits equally accessible

### Respect

- value opinions different than your own
- listen actively to different experiences and concerns
- respect and acknowledge holidays and celebrations different than vour own
  - value leadership styles different than your
- has the most power speak up about racism, even

if it does not seem to affect

responsibility of working to

end racism and discrimination

rests in the hands of whomever

recognize that the

VON-OPPRESSIVE BEHAVIOR

Created by Women of Color Caucus and Social Justice Task Force of the Virginia Sexual & Domestic Violence Action Alliance