



About Our Pledges & Resource Toolkit For Racial Equity

Who We Are: The Blacksmiths is a coalition of artists, curators, culture producers, and organizers committed to using the arts to support direct action and civic engagement in the service of Black liberation¹ and equity in the world at large and at cultural institutions. We call for cultural institutions and venues to responsibly and ethically present such work, and eliminate barriers to Black stewardship and leadership. Members include representatives from Association of Performing Arts Professionals (APAP), National Independent Venues Association (NIVA), North American Performing Arts Managers and Agents (NAPAMA) and individual arts professionals.

“The role of the artist is to make the revolution irresistible.” - Toni Cade Bambara

What This Is: This document is a compendium of pledges that individuals and organizations can take to hold themselves accountable around issues of racial equity. The Blacksmiths have created this toolkit to provide additional resources to educate those interested in furthering their knowledge and participation in justice and equity. We encourage you to form a reading group with 2-10+ friends, and commit to meet regularly to go through the toolkit together. Have a resource you'd like to recommend? Reach out to us at pledge-toolkit@wearetheblacksmiths.com with the subject line “Resource Toolkit Suggestions”

1. Sign The Blacksmiths [Individual Pledge](#) today.
2. Ask your organization to sign the [Organizational Pledge](#) today.
3. Form a reading group in the next month. Set regular meetings, and collectively make your way through the **Resource Toolkit for Racial Equity**.
4. For Organizations, commit to a series of concrete actions for your institution and begin creating a **Racial Equity Action Plan** before the end of the year.
5. For organizations. [Find an accountability partner](#)² for your organization that is going through a similar journey this work (before the end of 2020).
6. For organizations, show that your institution is committed to racial equity by making your institution's racial equity action plan public before June 2021.

1 see definition in Glossary section

2 here are [examples](#) of [articles](#) that illustrate the Accountability Partner model.



Resource Toolkit For Racial Equity

BOOKS:

- Before Color Prejudice* – Frank M. Snowden, Jr. – [Buy](#)
- Before the Mayflower: A History of Black America* – Lerone Bennett – [Buy](#)
- Black Political Power in America* – Chuck Stone – [Find](#)
- Black Power and the American Myth* – C.T. Vivian – [Find](#)
- Black Robes, White Justice* – Judge Bruce Wright – [Buy](#)
- Blood in My Eye* – George Jackson – [Buy](#)
- Brotherman: The Odyssey of Black Men in America* – Herb Boyd, Robert L. Allen – [Buy](#)
- Caste: The Origin of Our Discontents* – Isabel Wilkerson – [Buy](#)
- How to Be Antiracist* – Ibram X Kendi – [Buy](#)
- Me and White Supremacy* – Layla Saad – [Buy](#)
- Miseducation of the Negro* – Carter G. Woodson – [Buy](#)
- Pedagogy of the Oppressed* – Paulo Freire – [Buy](#)
- Racism, Education, and Book List* – Lisa Henry – [Read](#)
- Shades of Freedom* – A. Leon Higginbotham – [Buy](#)
- Stamped From the Beginning* – Ibram X Kendi – [Buy](#)
- Stolen Legacy* – George G.M. James – [Buy](#)
- The 1619 Project* – [Read](#)
- The History of White People* – Nell Painter
- The Isis Papers* – Dr. Francis Cress Welsing – [Buy](#)
- The New Jim Crow* – Michelle Alexander – [Buy](#)
- The Political Economy of Racism* – Raymond S. Franklin, Solomon Resnick – [Buy](#)
- The Warmth of Other Suns* – Isabel Wilkerson
- The Wretched of the Earth* – Frantz Fanon – [Buy](#)
- This Book is AntiRacist* – Tiffany Jewell – [Buy](#)
- Voices From the Battlefield: Achieving Cultural Equity* – edited by Marta Moreno Vega, Cheryll Y. Greene – [Buy](#)
- We Got This* – Cornelius Minor – [Buy](#)
- What Country Have I? Political Writings by Black Americans* – Herbert J. Storing – [Read](#)
- White Fragility* – Robin Di Angelo

Borrowing Options: Check your local library system for online access.

New York Public Library - [E-Book Central](#) - Explore more than 300,000 e-books and audiobooks available to borrow for free at the NYPL.



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BRIEF READS:

A Case for Reparations – Ta-Nehisi Coates, [Read](#)

Dismantle NOMA 2020 – [Read](#)

Horror is Different Than Terror – Lori Lobenstine – [Read](#)

In the Boardroom Where it Happens – Diane Rodriguez – [Read](#)

No Neutral Alliance – [Read](#)

Teaching Artists and Culture Shift Workers – [Read](#)

The Atlantic Stories – Ta-Nehisi Coates – [Read](#)

The Characteristics of White Supremacy Culture – Kenneth Jones, Tema Okun – [Read](#)

The Four “I’s” of Oppression – [Read](#)

The Work After Our Rage – Kenneth Bailey and Lori Lobenstine – [Read](#)

You Do Not Ever Have to Share Video of a Cop Lynching... – Michael Harriott – [Read](#)

LECTURES:

The Urgency of Intersectionality – Kimberle Crenshaw, TedTalk – [Watch](#)

PODCASTS:

CodeSwitch – [Listen](#)

Stick to Sports – [Listen](#)

Still Processing – [Listen](#)

The 1619 Project Podcast – [Listen](#)

Nice White Parents – [Listen](#)



Resource Toolkit For Racial Equity

MOVIES:

DOCUMENTARIES:

4 Little Girls - Spike Lee - Hulu

13th - Ava DuVernay - Netflix

Black Is... Black Ain't - Marlon Riggs

Creative Justice Initiative - YouTube Channel

I Am Not Your Negro - Raoul Peck - Amazon Prime

Good Trouble - Dawn Porter - Amazon

King in the Wilderness - Peter Kunhardt - HBO

Bookmarks: Celebrating Black Voices - Fracaswell Hyman - Netflix

BASED ON HISTORICAL EVENTS:

A Raisin in the Sun - Daniel Petrie - Amazon Prime

A Time To Kill - Joel Schumacher - Amazon Prime

Daughters of the Dust - Joel Schumacher - Amazon Prime

Fruitvale Station - Ryan Coogler - Amazon Prime

Just Mercy - Destin Daniel Cretton - Amazon Prime

Killer of Sheep - Charles Burnett - [Directors Website](#)

Malcolm X - Arnold Perl - YouTube

Mississippi Burning - Alan Parker - Amazon Prime

Selma - Ava DuVernay - Amazon Prime

The Color Purple - Steven Spielberg - Amazon Prime

To Sleep With Anger - Charles Burnett - Amazon Prime

Tongues Untied - Marlon Riggs

FICTIONAL ACCOUNTS:

Imitation of Life 1956 - Douglas Sirk - Amazon Prime

Bamboozled - Spike Lee

The Help - Tate Taylor - Netflix

Dear White People - Justin Simien - Amazon Prime



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SOCIAL MEDIA:

DIVERSIFY YOUR SOCIAL MEDIA FEEDS:

It is important to see a variety of viewpoints, ethnicities, and races on your feed because, “it helps, on subtle levels, to normalize it.” ([DaisyButter’s “Diversify Your Feed: On Using Social Media To Normalize Representation”](#))

INSTAGRAM:

[Your Virtual Black Friends](#) - [@voltedvoices](#)

[Organizing Black](#) - [@organizingblack](#)

[Locally Grown TV](#) - [@locallygrowntv](#)

[70 Black Voices to Add](#) - [Read](#)

[Diversify Your Feed](#) - [Read](#)

FACEBOOK:

[The Grio](#) - [Follow](#)

[The Root](#) - [Follow](#)

TWITTER:

[11 Anti-Racist Accounts Worth Following](#) - [Read](#)

[Diversity Your Feed](#) - [Read](#)

DIVERSIFY YOUR BRAND:

Brands need to go beyond a one-time statement about diversity on social media. As social marketers, we should be integrating diversity, equity and inclusion into our social strategies for the long term. To do that successfully, we need to focus on both internal and external steps to ensure the efforts are authentic, sustainable and helpful. Read more here: [5 Ways to Develop a Long-Term Strategy for Diversity, Equity & Inclusion on Social Media](#)



Resource Toolkit For Racial Equity

RACIAL EQUITY CONSULTANTS:

COMING SOON

TRAINING, CLASSES, WORKSHOPS, VIDEOS:

COMING SOON

TOOLKITS/GUIDELINES FROM OTHER ORGANIZATIONS:

Anti Racism Resources for White People - [Read](#)

Undoing Racism - [Read](#)

Chamber Music America: Books, Videos, Bookshops - [Read](#)

Council on Foundations Diversity & Inclusion Guidelines - [Read](#)

Association of Performing Arts Professionals (APAP) - [Read](#)

GIA / Grantmakers in the Arts' Toolkit - [Read](#)

Race Matters Resource Paper - [Read](#)

Racial Equity Tools - [Read](#)



Guide For Developing & Implementing Racial Equity Action Plans

What can your organization's anti-racism¹ plan look like? The Blacksmiths believe there are three critical steps in the process to meaningfully and sustainably adopting an anti-racist agenda within your institution:

- 1. Talk to your staff.**
- 2. Review the mission and history of your organization and understand it through an anti-racist lens.**
- 3. Reimagine your programming.**

Within each step there are a number of concrete benchmarks for your institution to commit to, make public, and by which you can expect to be held to account. As you go through the steps outlined above, think about what you can realistically accomplish in one year, two years, and in five years. You are invited to create your own language to describe how your organization will meet each of these benchmarks, and can do so using the [racial equity action plan tool](#), which works in tandem with this guide. Benchmarks should be concrete, time limited, and be measurable. To assist with thinking through your benchmarks we have offered examples of how other organizations have publicly committed to make change.

Has your organization already made an anti-racism plan? [Share it with us!](#)

1 see definition in Glossary section



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STEP 1: Talk to your staff. Create the conditions necessary to succeed in this work as an institution. (staffing, training, buy-in, plan)

1A. Have a conversation with your full staff and board about what anti-racism work you will commit to doing in the next year and beyond. Address any demands that have been made by your staff or community. Make and support space for difficult conversations.

How have other organizations pledged to change? Here are a few examples of how other organizations have stated their goals in this area:

- Commit to open-conflict and allow discomfort. When conflict arises on your team and within your communities, conflict, allow it to arise. Don't try to hide it, delete or ignore it. Acknowledge the space for community members to be heard and deal with the underlying issue rather than demonizing the community member who raised the issue. These conversations are happening regardless, allow them to happen in your spaces and be a part of the conversation. Take action to implement the needs expressed by community members. Train your community moderators on how to have culturally responsive communications and handle conflict online ([source](#))
- We will continue to make our workplaces trusting places to have complex, and sometimes difficult, conversations about diversity and inclusion: We will create and maintain environments, platforms, and forums where our people feel comfortable reaching out to their colleagues to gain greater awareness of each other's experiences and perspectives. By encouraging an ongoing dialogue and not tolerating any incongruence with these values of openness, we are building trust, encouraging compassion and open-mindedness, and reinforcing our commitment to a culture of inclusivity. ([source](#))
- We call for the immediate removal of ineffective, biased Administrative and Curatorial leadership to demonstrate good faith of the board for real, systemic change. ([source](#))
- Implement a zero-tolerance policy of any staff saying racially-charged statements and/or participating in any racially charged activities. Any employee caught in this regard shall be terminated immediately. ([source](#))

Use the [racial equity action plan tool](#) to draft and document your organization's response to this area for change.



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1B. Established dedicated staff, and dedicated point people among leadership to lead and execute critical anti-racism work. Empower and support that staff in their work.

How have other organizations pledged to change? Here are a few examples of how other organizations have stated their goals in this area:

- Designate and support a staff diversity officer or committee to develop ongoing strategic policies and practices that enhance respect for cultural and other differences within our organizations, and with our client communities ([source](#))
- Create a Diversity, Equity, and Inclusion office, with a Chief Diversity Officer that reports directly to the Board Chairman. This office shall include, but is not limited to, two support staff positions and an Ombudsman, who will serve as the liaison between the office and staff. The office shall be provided an adequate budget to perform market research, data analysis, provide bi-annual anti-racism/anti-bias training, and hire consultants as needed. ([source](#))
- We will establish a Diversity and Inclusion Committee headed by a NBCC board member as Vice President of Diversity and Inclusion at our next board meeting in June. This committee will address purposeful diversity measures—including how to increase the diversity among our membership, how to make the NBCC a safer and more inclusive safe for black, indigenous, and critics of color, and examining white gatekeeping in our own prize processes. ([source](#))
- We will establish a Social Justice Initiative through the Diversity & Inclusion Committee with the goal of exploring how best to create immediate and ongoing support of people, communities and organizations that are affected by police violence and systemic racism, centering black and brown voices, headed by NBCC board member Ismail Muhammad. ([source](#))

Use the [racial equity action plan tool](#) to draft and document your organization's response to this area for change.



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1C. Commit to anti-racism training and education for your organization, staff, and board. Partner with external consultants who have resources, frameworks, tools, and networks to support this work.

How have other organizations pledged to change? Here are a few examples of how other organizations have stated their goals in this area:

- Engage in anti-racist education for you and your team. Commit money and time to be educated on anti-racism on an ongoing basis for you and your team. This is not a one-time thing, Anti racism must be active. We recommended taking courses, reading books and participating in a book study group, hiring a DEI consultant to come in and offer training to you and your whole team, etc. Active anti-racism learning should take place on a quarterly basis. ([source](#))
- We will implement and expand unconscious bias education: Experts tell us that we all have unconscious biases -- that is human nature. Unconscious bias education enables individuals to begin recognizing, acknowledging, and therefore minimizing any potential blind spots he or she might have, but wasn't aware of previously. We will commit to rolling out and/or expanding unconscious bias education within our companies in the form that best fits our specific culture and business. By helping our employees recognize and minimize their blind spots, we aim to facilitate more open and honest conversations. Additionally, we will make non-proprietary unconscious bias education modules available to others free of charge. ([source](#))
- Learn the history of systemic racism. Take concrete and deliberate steps to identify and eliminate anti-Black bias. Cultivate curiosity about Black culture. Recognize and respect our communities, our languages, and our religions. Read our words-Our speeches, essays, articles, fiction, and poetry. Watch our films and shows. Listen to our music, our radio programs, our podcasts. Experience our art. Appreciate our fashion. Provide opportunities and venues for people in their institutions not only to become anti-racist but also to learn the deep, rich, and centuries-long history of the Black tradition. ([source](#))
- Implement rigorous and ongoing implicit bias staff trainings, led by proven experts in implicit bias training. ([source](#))
- Implement a process for all staff members to take Harvard's Implicit Association Test and discuss implications of the results for staff and clients during staff-wide meetings, led by proven experts in implicit bias training. ([source](#))
- We understand that we must acknowledge and unpack how unconscious bias and other forces shape our reading. We pledge to institute a yearly diversity conversation and training for all voting board members and make this a yearly process for all new and returning board members. We hope that working to make the board an inclusive space will also increase greater diversity of our board. ([source](#))
- We will share best—and unsuccessful—practices: Each of our companies has established programs and initiatives around diversity and inclusion. Yet, we know that many companies are still developing their strategies. We will commit to helping other companies evolve and enhance their current diversity strategies and encourage them, in turn, to share their successes and challenges with others. ([source](#))



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1D. Recruit, hire, and retain a more diverse staff. Set measurable goals in this area for year 1 and year 2.

How have other organizations pledged to change? Here are a few examples of how other organizations have stated their goals in this area:

- Recruit, hire, retain, and promote Black artists, curators, musicians, writers, actors, screenwriters, producers, directors, editors, agents, publishers, publicists, marketing directors, executives, consultants, designers, teachers, scholars. Pay competitive wages for our work. Recognize the need for artists to unionize, and support their efforts to use collective bargaining to ensure equitable compensation. Provide resources, opportunities, and mentorship that equal those granted to white workers and artists. Put resources into developing, publicizing, and marketing our work. Value our work not by spurious sales metrics, but by its merit, popularity, and influence, and by the respect shown to it by audiences and our peers. ([source](#))
- Recruit diverse staff and promote their inclusion and advancement within the legal aid and indigent defense communities. ([source](#))
- Create a career-track for BIPOC employees with clearly defined goals and processes for advancement within the institution that is approved by the Office of DEI. This includes supporting BIPOC interns and developing a talent pipeline not only with CUNY/SUNY students but utilizing the strong HBCU network across the country. ([source](#))
- Actively recruit Black people into the highest levels of leadership, and all levels throughout these organizations. Use internships and partnerships with colleges and universities to create pathways for Black students to enter into professional circles. Implement accountability measures, in-house and across industries, so that it is not left solely to Black artists, thinkers and workers to flag racist policies or procedures and advocate for change. Juneteenth must become a paid holiday, so that those of us who must fight racism daily with grace, fire, and paradigmatic ability may approach the day on our own terms. ([source](#))

Use the [racial equity action plan tool](#) to draft and document your organization's response to this area for change.



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1E. Have an intersectional¹ strategy, with buy-in and support from leadership. Make this plan public, and commit to assessing your progress.

How have other organizations pledged to change? Here are a few examples of how other organizations have stated their goals in this area:

- We will create and share strategic inclusion and diversity plans with our board of directors. We will work with our board of directors (or equivalent governing bodies) through the development and evaluation of concrete, strategic action plans to prioritize and drive accountability around diversity and inclusion. Given the shared responsibility for driving strategies that help companies thrive, boards and CEOs play an important role in driving action together to cultivate inclusive cultures and talent. ([source](#))
- Implement a process for and evaluate progress toward externally-facing work and tools, including legal strategies and bridges with other individuals and organizations. ([source](#))
- Complete an annual evaluation of your organization's progress in addressing racial justice. ([source](#))

Use the [racial equity action plan tool](#) to draft and document your organization's response to this area for change.

¹ see definition in Glossary section



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1F. Support Black leadership, and create safe and accountable spaces for Black people within your institution.

How have other organizations pledged to change? Here are a few examples of how other organizations have stated their goals in this area:

- How are you ensuring that Black employees, artists and cultural workers have a safe space to voice discriminations they experienced while working in your institution? How have you actively and vocally supported someone who has experienced discriminations? ([source](#))
- Have you ever been called out for racism? What measures are in place to allow the person calling you out to feel safe? How do you publicly address and archive complaints? What forms of reparation have you provided? ([source](#))
- Check in on the young Black people in your life and organizations. This is about more than a text or an email. Reach out and offer coffee with the Black people in junior roles. Ask them what would make them proud to work at the company as you navigate the current climate. ([source](#))
- Actively work to bring Black leaders onto the boards of your companies, ideally in paid positions. ([source](#))
- Open up your platforms and elevate Black voices (e.g. Selena Gomez opening up her Instagram to Alicia Garza, one of the founders of Black Lives Matter). ([source](#))
- Seek true board recruitment that reflects the City's diverse population. ([source](#))
- Create a development pipeline that seeks diverse patrons to grow into members and eventually donors. ([source](#))

Use the [racial equity action plan tool](#) to draft and document your organization's response to this area for change.



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STEP 2: Review the mission and history of your organization and understand it through an anti-racist lens.

2A. Review and learn from your organization's past actions and transactions. Understand your organization's history with the new lens.

How have other organizations pledged to change? Here are a few examples of how other organizations have stated their goals in this area:

- Again to demonstrate the good faith of the board for real systemic change, there shall be an immediate review of terminations both voluntary and involuntary of all Black and Brown employees under the current HR leadership. In addition, we demand a review of all racially driven incidents, investigations and outcomes that occurred within the past five years. A report of these findings should be compiled and made available to the public on your website by January 1, 2021. Dismantle the practice of issuing non-disclosure agreements (NDA's) to involuntarily terminated employees that complain about racism and discrimination. Furthermore, terminate past NDAs related to racism/discrimination complaints within your organizations. Black/Brown employees should not be silenced for speaking out about the injustices they have endured. ([source](#))
- Immediate review of past and current acquisition practices with strong efforts and actions to re-homing art and objects that were stolen from Black and Indigenous lands. ([source](#))
- Assess your own investment portfolios and review what's happening within the allocation of capital and why. ([source](#))
- Consider auditing the founders / leadership of the non-profits you give to and investing in the organizations of black social entrepreneurs. ([source](#))

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2B. Examine your vendors and other external relationships with the new lens.

How have other organizations pledged to change? Here are a few examples of how other organizations have stated their goals in this area:

- Create strong partnerships with community groups, secondary schools, universities and law schools (in particular with historically Black institutions when possible) to build pipelines for diversity and inclusion in the legal profession. ([source](#))
- Marketing partnerships/Vendors: Engage in brand collaborations with both black-owned start-ups and established companies Suggest value added partnerships or collaborations you can participate in together. ([source](#))
- Commit to purchasing products and services from black owned businesses, not just once, but on an on-going basis. ([source](#))
- Does your ethical policy restrict you from accepting funding from private donors or organisations that engage in colonial, racist and white supremacist practices or who are making any direct or indirect harm to Black populations? ([source](#))
- “We will deepen and better support our Emerging Critics mentorship program, and ensure that it becomes a tool to mentor and support BIPOC critics and those from other marginalized communities.” ([source](#))
- Publicly condemn the institution of police as a violent force that exists to further class divisions and capitalistic exploitation which harmour communities. Museums, arts foundations, theaters, studios, events venues, festivals, universities, libraries, bookstores, publishing houses, schools, and social media companies must break contracts with police departments and reconceive what it means to keep art, audiences, and patrons safe. This is a first and clear step that cultural institutions must take toward the broader call to defund the police nationwide. ([source](#))
- Support the movement to defund the police by ending all contracts you have with the NYPD. ([source](#))

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2C. Examine your board and donors with the new lens.

How have other organizations pledged to change? Here are a few examples of how other organizations have stated their goals in this area:

- Last year, the board formed a Diversity Advisory Council to examine the composition, function, and culture of our board; this group has since outlined an action plan to advance our goals toward creating greater representation and inclusion in governance. ([source](#))
- Ensure Board of Directors is made up of at least one-third BIPOC members. ([source](#))
- Diversify our staff, leadership, board, donors, and audiences to build equity in governance, programs, and organizational culture. ([source](#))
- Increase diversity of the board by 20% over the next two years with a long-term goal to have the board composition reflect the city's demographics. Create a new leadership program to develop a pathway for new board members and volunteers. ([source](#))
- Intentionally seek, consider and select members from communities of color for the Pratt board and staff. Select and support staff and members for board service whose values include racial equity. ([source](#))
- Increase the representation of BIPOC individuals on the Board of Trustees. a. Support Trustee DEIA plan through the formation of a new ad hoc Board task force. b. Increase representation of BIPOC Trustees in Board leadership positions. ([source](#))

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2D. Understand your budget as a moral document. Ask questions with budget implications and understand the cost of potential change. For example, examine your executive to worker pay ratio within your organization. See where there may be pay inequities when you account for race, gender, commensurate work experience.

How have other organizations pledged to change? Here are a few examples of how other organizations have stated their goals in this area:

- Do you benefit from free labor from Black artists and cultural workers in forms of recommendations for programming and public speaking, as educators or as advisors? What forms of compensation have you considered? ([source](#))
- Are you remunerating all Black artists and cultural workers presented in your program? Are they being equally remunerated for their work as their white counterparts? ([source](#))
- Mandate all department heads follow clear guidelines on anti-racism and anti-bias recruitment, retention, and review practices. In conjunction with the Office of DEI, there shall also be a compensation review of BIPOC employees to develop a pay equity structure within HR. ([source](#))
- How many Black people are employed in your institution? How many of them are employed in curatorial teams, selection committees or other senior decision-making positions within your institution? How many of them are employed with permanent contracts? ([source](#))
- Invest a portion of your monthly company budget to the Black community, Review your company budget and you will find that your white dollars stay in the white community. Commit to spending a portion of your company budget, we recommend 10 on hiring Black employees, vendors and contractors. Using Black-owned software and services and hiring Black speakers, purchasing Black-authored books and more, Invest in the Black community, not just once, but on an ongoing basis? ([source](#))
- Above all, never undervalue the work and contributions of black colleagues and partners. Pay them. Respect them. Value them. ([source](#))

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2E. Share what you have learned about your organization's past practices that you want to change with your community. Be transparent and commit to benchmarking and measurement.

How have other organizations pledged to change? Here are a few examples of how other organizations have stated their goals in this area:

- We will conduct a survey of NBCC members to compile and release information about our membership's demographics in our newsletter, and work with NBCC board member Richard Santos, Vice President of Membership, to diversify our membership, as well as to ensure accessibility to BIPOC critics and those from marginalized communities. ([source](#))
- How many Black artists are represented in your galleries, collections and public programming, residency programmes and bursaries? ([source](#))
- How many Black artists and cultural workers do you invite to participate in public programming around topics that are not centered on white supremacy, racism, identity politics or other topics centered on Blackness? ([source](#))
- The board shall work with search firms that have a proven track record in finding and recruiting BIPOC talent to replace all open positions. Provide an easily accessible annual report to be housed on the museum's website that details workforce statistics in respect to race, gender, sexual orientation, disability, and age, including current workforce and all candidates reviewed, subsequently employed, and/or discharged. ([source](#))
- What are the political positions of the members in your boards, juries or other governing bodies? Are they sensitive towards Black artists' and cultural workers' lived realities? How many of them are Black? ([source](#))

Use the [racial equity action plan tool](#) to draft and document your organization's response to this area for change.



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2F. Make your commitment public. And in doing so, make white supremacy¹ visible.

How have other organizations pledged to change? Here are a few examples of how other organizations have stated their goals in this area:

- Announce anti-racism is a part of your mission and denounce past institutional bias, looting, and cultural appropriation. Structural changes that come out of this mission are to be supported by policies and procedures that are accountable with outcomes of equity. ([source](#))
- Name white supremacy and the impact of racism on both our personal and professional lives. Acknowledge the omni-present existence of white supremacy and how it operates and is supported in your company Name it in your company sales, business operations, discuss it with your employees and discuss it with your business partners, clients and greater community. ([source](#))
- Express your sincere, long-term commitment to becoming an anti-racist organization. Create a permanent statement that illustrates your commitment to diversity, inclusion, equity and anti-racism that goes on all of your external facing documents (website, job announcements publications, contracts, etc). It Should be written from a place of realistic language about where you are and also lie aspirational about where your business is trying to go. It should outline specific steps that will be taken to get there. ([source](#))

Use the [racial equity action plan tool](#) to draft and document your organization's response to this area for change.

¹ see definition in Glossary section



Guide For Developing & Implementing Racial Equity Action Plans

STEP 3: Reimagine your programming: how you reach out, consider who comes, and what they see.

3A. Identify past organizational assumptions and behaviors that reflected biases or exclusionary practices in your programming, and make commitments to disrupt those practices.

How have other organizations pledged to change? Here are a few examples of how other organizations have stated their goals in this area:

- Interrogate institutional history and museum collecting practices. ([source](#))
- In the coming months, the Whitney will re-examine our exhibitions and programs to ensure they continue to address the art and experiences of people of color, especially Black communities. ([source](#))
- The FAC is committed to examining and correcting biases and exclusionary practices that exist in our space and across our programming, ensuring all feel welcome and reflected in their experiences. Building on past events like JAM FAC and our Día de los Muertos celebration, we will increase public programming and pursue strategic partnerships that introduce us to broader audiences in our community. ([source](#))
- As an anti-racist art collector, patron, buyer, or seller, you can disrupt racism by slowing down the rush to overprice the work of White artists to far exceed the valuation of their artist contemporaries who happen to be Black, Indigenous, or Persons of Color. ([source](#))
- Research and reinterpret the collection: Research on our global collection continues and reinterpretations that honor individual histories, cultures, and identities are a priority for our scholarship and presentations moving forward. ([source](#))

Use the [racial equity action plan tool](#) to draft and document your organization's response to this area for change.



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3B. Actively engage your community in a meaningful conversation about systemic racism, white supremacy, and what anti-racism work means.

How have other organizations pledged to change? Here are a few examples of how other organizations have stated their goals in this area:

- Mount exhibitions that explore themes of justice and equality & prompt deep engagement: We commit to addressing anti-Black racism more directly through our curatorial practice and the museum program. We will intentionally and thoughtfully create space for this work in our exhibition planning and schedule. ([source](#))
- Convene regular conversations on racial justice: We commit to serve students, faculty and staff, our regional arts community, the community of college and university art museums, and art museums generally, by convening regular and important conversations about racism and as an active partner in anti-racism work. ([source](#))
- Engaging our patrons and community more deeply in tough, but necessary, dialogue about racism, justice and allyship through our productions and programming. ([source](#))
- As an anti-racist artist, you can disrupt racism by viewing social justice and community-engaged scholarship to be as fundamental to your creative processes as your chosen craft. Likewise, as an anti-racist art teacher or museum educator you can recalibrate the parameters of both your public pedagogy and curriculum themes to be centered on effecting social change, while also holding space for your learners of color to express their own experiences and thoughts when talking about and making art. ([source](#))
- Using our award-winning education programming to foreground youth voices in the work of anti-racism and social justice, providing resources for families and educators to discuss racism and inherent bias. ([source](#))
- As an anti-racist artist, you can disrupt racism by drawing upon a history of racist artifacts and images, whether intended to injure or intentionally forgotten, thereby increasing their accessibility through contemporary works of art intended to inform anew. Likewise, as an anti-racist art teacher or museum educator, you can decrease the accessibility of misinforming, Eurocentric, or “color-blind” resources in your classrooms and collections. ([source](#))

Use the [racial equity action plan tool](#) to draft and document your organization’s response to this area for change.



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3C. Ask your community how you are doing. Listen to them and find ways to hold your organization accountable to them. Make small commitments and follow through on them.

How have other organizations pledged to change? Here are a few examples of how other organizations have stated their goals in this area:

- In addition to the pledges we laid out in June, we also asked to be held accountable in the process of becoming an anti-racist organization. In August, we welcomed a response to that ask from the Bay Area Artists for Racial Justice, working in solidarity with the Coalition of Black Women Professional Theatre Makers in the Bay Area. ([source](#))
- Expand our Board Outreach Committee to include members from the public. This Committee will hold Triangle ArtWorks accountable by looking at where we are falling short on serving the entire arts community and how we can better create resources and programming to reach these communities and serve these needs, with a focus on artists and arts administrators of color. ([source](#))
- We invite you to write us if we have caused you harm, grieved you, or if you have suggestions for us. We invite you to hold X Casting accountable as a community. And, if you don't trust us — we are sharing a list of resources below to help hold us accountable, and/or to help hold others accountable in our industry too. ([source](#))
- We invite you to give us your feedback on how Jacob's Pillow might best continue to evolve as an organization that is accountable to its goals and constituents as we all work to learn and grow. ([source](#))

Use the [racial equity action plan tool](#) to draft and document your organization's response to this area for change.

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3D. Seek out Black voices to lift up in your work, and create pathways for engagement and mentorship that benefit black artists, scholars, leaders, and partners.

How have other organizations pledged to change? Here are a few examples of how other organizations have stated their goals in this area:

- Acquire art by Black makers. ([source](#))
- Lift up voices of Black scholars, artists, leaders, thinkers through programming and exhibitions. ([source](#))
- Investing in the development of black women leaders in the artistic community through the Spelman Leadership program and currently the BOLD Theater Women's Leadership Circle. In addition we support the early career development of POC through the Kenny Leon internship. ([source](#))
- Amplifying the voices of black writers, artists and black-led partner organizations. ([source](#))
- As an anti-racist artist, art teacher, or museum educator, you can disable racism by working to seek out, develop, and closely mentor the next generation of artists, art teachers, museum educators, and other creative leaders who are Black, Indigenous, or Persons of Color to enter and spread throughout our various professions. ([source](#))
- As an anti-racist artist, art teacher, museum educator, or other kind of creative leader, you can disrupt racism by rewriting the rules that render folks who are Black, Indigenous, or Persons of Color as dangerous or invisible, or last to be hired/first to be fired. You can go out of your way to support their businesses, seek their sponsorships, invite their presentations, collect their arts and crafts, and hire them at top dollar for their goods, services, and consultancies. ([source](#))
- As an anti-racist local art council, art teacher, or museum educator, you can disrupt racism by speeding up the process of including the contemporary work of artists who are Black, Indigenous, or Persons of Color in your curricula, collections, or public parks without waiting years for them to be sanctioned as important or famous by the gatekeepers of the powers that be. ([source](#))
- As an anti-racist artist, you can disrupt racism by depicting more figures, symbols, and artifacts celebrating the identities and cultures of persons of color in everyday life. Likewise, as an anti-racist art teacher or museum educator, you can: 1) intentionally reconfigure the parameters of the typical canon of artists and artworks represented in your classroom resources or museum exhibitions; 2) eliminate terms like primitive, aboriginal, and Oriental from the language you use to talk about art; 3) abolish the practice of jamming the distinct experiences of living as Black or Latinx or Korean, etc., in America all under the single umbrella term minority, thereby further "othering" these diverse ethnicities and their subcultures; and 4) inform your own anti-racist and postcolonial worldviews by reading books and articles on the privileges of Whiteness and on the lives of people who are Black, Indigenous, or Persons of Color. ([source](#))

Use the [racial equity action plan tool](#) to draft and document your organization's response to this area for change.



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GLOSSARY:

White Supremacy

White supremacy is the belief that white people are superior to those of other races and thus should dominate them. Its purpose is the maintenance and defense of a system of wealth, power, and privilege. White supremacy has roots in the now-discredited doctrine of scientific racism, and was a key justification for colonialism. It underlies a spectrum of contemporary movements including neo-Confederates, neo-Nazism and Christian Identity.

Different forms of white supremacy put forth different conceptions of who is considered white (though the exemplar is generally light-skinned, blond-haired, and blue-eyed, or ‘Aryan’ traits most common in northern Europe), and groups of white supremacists identify various racial and ethnic enemies, most commonly those of African ancestry, Indigenous peoples of the Americas and Australia, and Jews.

As a political ideology, it imposes and maintains social, political, historical, or institutional domination by white people. This ideology has been put into effect through socioeconomic and legal structures such as the Atlantic slave trade, Jim Crow laws in the United States, the White Australia policies from the 1890s to the mid-1970s, and apartheid in South Africa. In addition, this ideology is embodied in the “White power” social movement. Since the early 1980s, the White power movement has been committed to overthrowing the United States government and establishing a white homeland using paramilitary tactics.

In academic usage, particularly in critical race theory or intersectionality, “white supremacy” can also refer to a social system in which white people enjoy structural advantages (privilege) over other ethnic groups, on both a collective and individual level, despite formal legal equality.

Source: Martinez, Elizabeth. “[What is white supremacy?](#)” (PDF). pym.org. Retrieved November 11, 2020.



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GLOSSARY:

Whiteness

The term white, referring to people, was created by Virginia slave owners and colonial rules in the 17th century. It replaced terms like Christian and Englishman to distinguish European colonists from Africans and indigenous peoples. European colonial powers established whiteness as a legal concept after Bacon's Rebellion in 1676, during which indentured servants of European and African descent had united against the colonial elite. The legal distinction of white separated the servant class on the basis of skin color and continental origin. The creation of 'whiteness' meant giving privileges to some, while denying them to others with the justification of biological and social inferiority.

Source: [JesuitsWestCore.org](https://www.jesuitswestcore.org)

Normative Whiteness – Professor Gina Lewis (Bowie State University) describes normative whiteness as the result of people who don't consciously subscribe to white supremacist ideologies, but exhibit racist behaviors that are so normalized in their lives, that they are not aware of the racist, sexist, or otherwise discriminatory and oppressive origins of those behaviors and actions.



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GLOSSARY:

Intersectionality

Each person embodies multiple identities (ethnic, racial, and gender, for example). These identities and lived experiences interact and overlap, thus complicating complex systems of oppression as well as privilege (classism, racism, heterosexism, etc).

An example is though Black American, economically middle-class women and Nigerian-American, first generation women may have similar racialized experiences in the U.S.A., they may experience gender inequities differently due to xenophobia, nationalism, and colorism. Another way to understand intersectionality is Black American women experience gender inequities differently than white American women due to racism; ableism is experienced differently between Black men and white men due to racism; in our current political climate, Chinese-Americans experience health discrimination differently than white Americans due to xenophobia; an economically disadvantaged, southern white woman experiences life differently than an economically disadvantaged, northern, white woman due to regionalism, vernacular, and classism; and lastly, a young, LatinX, genderqueer individual may experience different social hostilities than an elder, cisgendered, Mexican-American woman due to ageism and ethnic discrimination.

Per Kimberlé Williams Crenshaw, “Intersectionality is simply a prism to see the interactive effects of various forms of discrimination and disempowerment. It looks at the way that racism, many times, interacts with patriarchy, heterosexism, classism, xenophobia — seeing that the overlapping vulnerabilities created by these systems actually create specific kinds of challenges.”

Black Liberation

Black Liberation is the effort to fight the forces of White Supremacy. It is primarily a philosophy of social, political and economic freedom for Black people. It is designed to serve the needs of Black people which are not being otherwise served. Within that philosophy is the desire for self rule, education, economic viability, food, clothing, decent housing, fighting police brutality, equal justice under the law, and other forms of racism that impede the Black community. Source: Taken from several sources and distilled.



Guide For Developing & Implementing Racial Equity Action Plans

GLOSSARY:

Anti-colonialism

As a historical event, anticolonialism means the struggle against imperial rule in colonized countries, mostly during the first half of the twentieth century. As a philosophical movement and critical analytic, anticolonialism is the under-acknowledged predecessor to postcolonial theory. Consequently, the history of anticolonialism as a theoretical and political practice illuminates an historical and analytical trajectory between the colonized world, the Third World, and the contemporary Global South. (not sure I like this definition given what we are talking about)

Source: <https://globalsouthstudies.as.virginia.edu/key-concepts/anticolonialism>

Anti-racism

Anti-racism is a form of action against racism and the systemic racism and the oppression of marginalized groups. Being antiracist is based on the conscious efforts and actions to provide equitable opportunities for all people on an individual and systemic level. People can act against racism by acknowledging personal privileges, confronting acts of racial discrimination, and working to change personal racial biases.

Source: “[Being Antiracist](#)”. National Museum of African American History and Culture. 2019-10-01. Retrieved 2020-08-11.

Anti-Black

The Council for Democratizing Education defines anti-Blackness as being a two-part formation that both voids Blackness of value, while systematically marginalizing Black people and their issues. The first form of anti-Blackness is overt racism. Beneath this anti-Black racism is the covert structural and systemic racism which categorically pre-determines the socioeconomic status of Blacks in this country. The structure is held in place by anti-Black policies, institutions, and ideologies. The second form of anti-Blackness is the unethical disregard for anti-Black institutions and policies. This disregard is the product of class, race, and/or gender privilege certain individuals experience.

Source: <https://portlandmeansprogress.com/key-terms>



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GLOSSARY:

Anti-oppression

Anti-oppressive practice is an interdisciplinary approach primarily rooted within the practice of social work that focuses on ending socioeconomic oppression. It requires the practitioner to critically examine the power imbalance inherent in an organizational structure with regards to the larger sociocultural and political context in order to develop strategies for creating an egalitarian environment free from oppression, racism, and other forms of discrimination in the larger society, by engaging at the legal and political level. In general community practice it is about responding to oppression by dominant groups and individuals. In social services it regulates any possible oppressive practices and helps in delivering welfare services in an inclusive manner.

Source: Strier, Roni (July 2007). "Anti-oppressive research in social work: a preliminary definition." *The British Journal of Social Work*. 37 (5): 857–871. doi:10.1093/bjsw/bcl062.

To read this guide online, and for more information on The Blacksmiths and our activities, events, and actions go to www.wearetheblacksmiths.com