

## **RoadMap's Statement of Commitment to Racial Justice September 2016**

### **Background**

Racism<sup>1</sup> permeates every aspect of our social existence. It undergirds social identity and influences how wealth, citizenship access, power and privilege get distributed in our society. Racism is inherently intersectional – often intertwined with other systems of oppression, such as classism, misogyny, homophobia and transphobia, xenophobia and discrimination based on immigration status, ageism and ableism. Conversely, racial justice<sup>2</sup> is critical to social justice and benefits everyone.

RoadMap's network of capacity builders brings its own personal and professional stories of white supremacy and how it shows up in our lives. Regrettably, there is also a long history of progressive movements that have upheld white supremacy. As consultants of color and white consultants we can only be an effective movement resource when we name racism as we see it and work through our practice to help shift how these forces operate interpersonally and organizationally.

### **Racial Justice Vision**

RoadMap is multi-racial at all levels, sharing power to realize justice in leadership and in our work. We are stronger because of our differences. Every staff member and consultant in our network is committed to RoadMap's values and principles. We are continuously learning and growing individually and as a network.

### **Statement of Principles**

Given our role as a movement resource, each of RoadMap's consultants commit to deepening and fortifying their analysis and practice as individuals and in our work with clients and movements. Similarly, RoadMap as an institution commits to embedding racial justice in our practice because it is fundamental to our effectiveness as an agent of change.

As RoadMap staff and consultants, we commit to:

- Engage in continuous learning to fortify our skills, competency and courage to effectively address racist behaviors, habits, and structures with our clients and with each other;
- Examine our tools, analysis, and resources to ensure that they support racial justice;
- Seek appropriate support from RoadMap colleagues when faced with a challenging situation in which it is necessary or greatly benefits our work;

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<sup>1</sup> Racism is a complex system of beliefs and behaviors, grounded in a presumed superiority of the white race. These beliefs and behaviors are conscious and unconscious and result in the oppression of people of color and benefit the dominant group, whites.

<sup>2</sup> Racial Justice is the proactive reinforcement of policies, practices, attitudes, and actions that produce equitable power, access, opportunities, treatment, impacts and outcomes for all people of color.

- Develop our awareness of the implications and impact of our own racial/ethnic background for client work;
- Support policies, practices, attitudes and actions that produce more equitable power, opportunities, treatment, and outcomes for all people of color inside our organization, within ourselves, and in our work with clients;
- Support anti-racist organizational partners and peers;
- Assess RoadMap's staffing, structures, practices, and principles to ensure that we are aligned with our racial justice principles and are moving towards our vision. (I.e. that we are "walking the talk"); and,
- Be available and equipped to effectively support people of color-led organizations and leaders as they evolve and create models and approaches that best engage the current movements and moments.