



## Anti-Racist Framework

*Draft as of August 30, 2020*

### Definitions

**Racism:** Historically rooted system of power hierarchies based on race—infused in our institutions, policies and culture—that benefit White people and hurt people of color. Racism isn't limited to individual acts of prejudice, either deliberate or accidental. Rather, the most damaging racism is built into systems and institutions that shape our lives. Most coverage of race and racism is not “systemically aware,” meaning that it either focuses on racism at the level of individuals’ speech or actions, individual-level racism, dismisses systemic racism, or refers to racism in the past tense. - - [\*Race Reporting Guide, Race Forward, The Center for Racial Justice Innovation, 2015\*](#)

**Antiracist:** One who is supporting an antiracist policy through their actions or expressing an antiracist idea... *To be antiracist is a radical choice in the face of history, requiring a radical reorientation of our consciousness.*

- Ibram X. Kendi, *How to be an Antiracist*

### Commitments

**We are Cañada College - a community of scholars and practitioners. As a collective and as individuals we commit to:**

- ◆ Critically examine our behaviors and college practices for the conscious and unconscious ways in which we contribute to systemic racism;
- ◆ Uplift stories and data about the impact of anti-Blackness, oppression, poverty, and racism in our communities;
- ◆ Re-imagine and build a community of learning and service based in anti-racism, social justice, and liberation.

**We welcome and invite these commitments as essential components of an anti-racist and socially-just community for the students we serve, the community where we work, and the world we live in.**

## **Areas of Impact:**

- Hiring and Retention of Diverse Employees
- Teaching and Learning with students
- Support Services and Resources
- Structures, Facilities, and Community Space(s)
- College Mission, Vision, Values