



Three Levels for Anti-Racism Training:

Diversity Awareness, Cultural Competence, Anti-racism = Justice

Diversity = Awareness

- Develop a sensitivity and understanding of another ethnic group
- Celebrates variety of cultures and gain knowledge of that culture
- Acknowledges and respect each other's differences
- Positive response – however it will never effectively address racism

Cultural Competence

- Celebrates Diversity
- Depth tends to be historical perspective to so we can all just get along today
- Emphasis is on effectively operating in different cultural contexts
- Relate and communicate across cultural lines
- Managing diversity for overall productivity and often using the dominant bias to do so
- Doesn't look at power, privilege or access

Anti-Racism= Social Justice / Racial Justice

- Looks at the large, societal perspective regarding issues of oppression and social change
- Sights are set on changing the systems and structures that perpetuate inequality and inequity in our society
- Addresses issues of power and privilege along the lines of social identities
- People at this level realize that racism is a problem and are committed to working towards it end
- Need to address both how racism effects People of Color as well as how racial injustice benefits White People
- How practices, policies and procedures do not serve People of Color and over- serve White People