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ANTI-RACISM AND RACIAL EQUITY ORGANIZATIONAL CHANGE STRATEGIES:

“We can agree to disagree and still love each other unless your disagreement is rooted in my oppression and denial of my humanity and right to exist.” – James Baldwin

Racial Reckoning – The process of White/White-adjacent/Non-Black people learning about their history and the ways in which they have been indoctrinated with Whiteness and anti-Blackness. It includes becoming aware and in touch with predispositions to anti-Blackness, and the psychopathic and sociopathic personalities existing within their culture, communities, and identities. In addition, it includes White people doing their own personal work, and coming to terms with the reality that they are no better than Black and Brown people (especially the most marginalized); but that all White American institutions (including economics, language, politics, government, education, religion, the judicial system, and all other systems) were built to create a reality in which they feel superior to others (though they are not). In addition, White people, liberal, progressive, good White people, must awaken to the reality that inherent within their existence is the need to oppress Black and Brown people individually and institutionally, while at the same time denying that it is occurring.



ANTI-RACISM AND ORGANIZATIONAL CHANGE STRATEGIES:

Racial Repair-ations: The process of White/White-adjacent/Non-Black people locating resources, learning, and developing strategies to deal with reinforced White superiority and anti-Blackness (i.e. historical record, knowledge, and perspective; soft skills including humility, giving-up power, empowerment and upliftment of Black and Brown people, etc.) to authentically equalize and stabilize structural, institutional, cultural, social, psychological, emotional, and interpersonal inequities; and power imbalances between White people and non-White people (specifically Black people) – to achieve authentic inclusivity – representation and realization (i.e., contributions, voice, decisioning, outcomes, etc.).

White (and People with Racial Privilege) Racial Negotiations – The process of White people deciding how much power and privilege is to be, can be, and/or will be rendered, sacrificed, and negotiated in a White supremacist environment, in order to provide opportunities, resources, inclusion, belonging, upliftment – and all other privileges/opportunities that White people enjoy – to Black, Indigenous, Hispanic, Arab, Middle-Easterners, and peoples from other traditionally marginalized groups. This is aligned with and is a form of racial repair-ations to confront and combat what Robin Di- Angelo has referred to as “White Fragility” weaponized in the forms of “everyday White racial bullying” and daily “White racial control”.

Anti-Racism and Racial Equity – encompasses balancing and shifting Eurocentricity, White-male-imperialist-patriarchal supremacy, superiority, power, and privilege worldwide – through historical legal, political, judicial, government, social, and cultural means. These modes of privilege continue to operate as setting the dominant social, political, legal, policy-oriented, and cultural norms. Racial equity means consistently maintaining and acknowledging explicit and implicit affirmative actions for White people and groups with privilege related White prioritization of racial groups, opposite people of perceived and/or interpreted African descent, that were created systematically through institutional power, dominance, and control. The goal of racial equity is to promote consistent and sustained repair-ations for non-White, non-Eurocentric communities that continue to experience perpetual harm due to institutional and structural White supremacy and anti-Black caste based upon colorism. Lastly, racial equity includes authentic and intersectional, racial and/or color demographic representation that promotes sustained and consistent participation of people from oppressed communities based on skin color.

