

Moving Towards Anti-Oppressive Practices within an Organization

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What is Anti-Oppressive Practice (AOP)?

- Address structural inequalities and their effects on people's lives (Dominelli, 1994).
- Encompass a wide range of approaches and looks to achieve substantial goals (Baines, 2007).
- Staff and organizational members are considered equal in terms of decision-making powers (Morgine & Capous-Desyllas, 2015).

What is the Anti-Oppressive Steering Committee (AOSC)?

- Collaborative group of representatives of the organization working towards systemic change
- Encourages people of color and other historically marginalized groups to occupy leadership positions and space
- Identifies and discusses institutional racism and systematic oppression in the workplace, and aims to implement anti-oppressive work policies and procedures
- Charged with labeling, analyzing, and working towards alleviating oppressive practices within the organization, and applying an anti-oppressive lens and framework to guide the work that the institute externally produces

Why is the AOSC important?

- To uphold commitments to combat structural oppression and racism
- Encourages accountability and the exploration of personal biases
- Instigates the questioning of organizational practices and protocols
- Amplifies the voices of those often silenced and unheard

Structure & Process

- Composed of 21 self-nominated members, representing each department of the Institute, as well as senior leadership
- Four elected leadership positions
- Introspective activities allowing critical examination of our own individual biases in relation to oppressive practices
- Bi-weekly meetings to examine and discuss internal practices and external offerings
- Annual anti-oppressive training, including *The People's Institute for Survival and Beyond Undoing Racism Community Organizing Workshop*, *Crossroads Antiracism Organizing & Training: Analyzing and Understanding Systemic Racism*

Outcomes and Ongoing Work

- Developed a Values Statement
- Standardizing the hiring process
- Developed project and team based office and seating assignments under AOP guidelines
- McSilver Strategy Team selection
- Nominated Faculty Fellows and Advisory Board members to inform research and programming
- Retrospective analysis of the organization's offerings
- Development of Anti-oppressive Language in Research guidelines
- Intern trainings focused on anti-oppression

