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	Complicit with Racism/White Supremacy¹	Questioning Racism/White Supremacy	Dismantling Racism/White Supremacy²	Frontlines Organization
Decision-Making, Power, and Accountability	<p>decisions made by white people</p> <p>decisions made in private in ways that people can't see or understand</p> <p>accountable to funders and clients, mostly white and well-resourced</p> <p>accountable to a mostly or all white board of directors, owners</p> <p>People of color in the organization are in service, administrative, or temporary positions with lower salary and benefits than white people</p>	<p>made by a diverse, mostly white group of board and staff</p> <p>decisions are reported out to others in the organization</p> <p>Token or unsuccessful attempts to involve community members of color in decision-making</p> <p>accountable to a diverse, mostly white, group of funders, members, and board of directors</p> <p>A small minority of people of color in leadership, often having to emulate white culture of organization</p>	<p>everyone in the organization understands how power is distributed, how decisions are made, and has input on all major decisions</p> <p>accountable to communities targeted in mission, people of color</p> <p>Training, mentorship, and clear steps to advancement are open to all in the organization.</p> <p>In the case of a mostly white organization, focuses on organizing other white people to be accountable to people of color in ending racism</p>	<p>In addition to previous column...</p> <p>Board, staff, and other decision making bodies are majority people of color</p> <p>decisions made by diverse group, led by people of color</p> <p>people of color are in most or all leadership positions</p>

¹ Note that this rubric focuses on racism and white supremacy. One could substitute identifiers in order to address classism, sexism, transphobia, ableism, or other oppressions.

² For more information on dismantling racism as a white person, check out <https://www.whiteaccomplices.org/>

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Budget and Finances	<p>Budget is developed, controlled, and understood by white people</p> <p>There is a significant pay, job security, and benefits gap between white people and people of color in the organization.</p> <p>Money is from upper class, college-educated white donors and foundations or from services/goods provided to privileged clientele.</p> <p>Highly resourced and connected organization outcompetes grassroots groups/small farms for customers, staff, grants, press, or other resources.</p>	<p>Budget is developed, controlled, and understood by mostly white people and explained to others in the organization.</p> <p>Kindness and respect toward people of color may be felt, but a pay and benefits gap along racial lines persists.</p> <p>Money comes from diverse sources including upper and middle class donors/clients as well as some resource from people of color and low-income people.</p> <p>A mostly white organization focuses on organizing other white people to transfer financial resources to people of color in ending racism</p> <p>Well resourced and connected organization is conscious about reducing its competition with grassroots groups/small farms for customers, staff, press, and other resources.</p>	<p>Budget is developed, controlled and understood by people of color and white people at all levels of the organization.</p> <p>There is an equitable cap on the wage and benefits gap between the highest and lowest paid person in the organization.</p> <p>Actively works to ensure that other grassroots groups/small farms receive their fair share of customers, staff, press, and other resources.</p> <p>In the case of mostly white organizations, actively transfers resources to frontlines organizations and makes introductions to funders.</p>	<p>In addition to previous column...</p> <p>budget controlled by a diverse group, led by people of color</p> <p>The largest number of donors/clients are the people most impacted by the problem being addressed, especially people of color.</p> <p>Grants and donations from wealthy individuals are supplementary, and many are given as explicit reparations.</p>
Accessibility	<p>Organization is located in a white community, inaccessible by public transportation.</p> <p>Decorations, food, and crops reflect a</p>	<p>Organization is located in a mostly white community, but some transportation support is provided to people of color.</p>	<p>Organization is located in the community served, and is physically accessible to people of color.</p>	<p>In addition to previous column...</p> <p>Organization was founded by people who grew up in the area</p>

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	<p>predominantly white culture Little or no thought is given to providing childcare, wheelchair accessibility, food, all gender bathrooms, or interpretation services at gatherings. Organization is located in a community of color, but is a gentrifying or displacing force, siphoning resources away from long-time residents.</p>	<p>Decorations, food, and crops reflect some cultural diversity Organization sometimes provides childcare, wheelchair accessibility, food, all gender bathrooms, and interpretation services at gatherings.</p>	<p>Decorations, food, and crops reflect a commitment to multiculturalism and power sharing Organization provides childcare, wheelchair accessibility, food, all gender bathrooms, and interpretation services at most or all gatherings.</p>	<p>and came together to address a community need The location of the organization/project was chosen by residents of the area Decorations, art, food, crops, and music reflect the culture of the people of color who run the organization</p>
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Culture	<p>top down, paternalistic sense of urgency and overwork permeate often secretive success measured by how much is accomplished little if any attention paid to process, or how work gets done little if any leadership or staff development no discussion of power analysis or oppression issues conflict is avoided at all costs, defensiveness people who raise issues that make people uncomfortable are considered troublemakers or hard to work with leaders assume “we are all the same”</p>	<p>still top down although inclusivity is stressed, some diversity is made visible expectation that everyone will overwork, some time allowed for reflection those in power assume their standards and ways of doing things are neutral, most desirable and form the basis for what is considered “qualified” people expected to be highly motivated self-starters requiring little supervision some training may be provided assume level playing field, limited power analysis conflict avoided, defensiveness emphasis on people getting along discussion of race limited to prejudice reduction</p>	<p>organization actively recruits and mentors people of color healthy level of commitment, culture of self-care and reflection celebrates diversity has a power analysis about racism and other oppressions a diversity of work styles encouraged with active reflection about balancing what gets done and how it gets done a willingness to name racism and address conflict resources devoted to developing shared goals, teamwork, and sharing skills and knowledge (mentoring) collaboration, teamwork common for all safe space agreements explicitly address racism, sexism,</p>	<p>In addition to previous column... Work culture including communication style, pace, definition of success, conflict management strategies, and language are firmly rooted in the cultures of the people of color who lead the organization Organization embraces “hard work” and “excellence” through a culturally-relevant, decolonial lens.</p>

	individualism, low level of collaboration no allowance for or understanding of the challenges presented by using public transportation, finding childcare, managing personal violence, or managing disabilities	individualism, occasional teamwork when it increases productivity little allowance for or understanding of the challenges presented by using public transportation, finding childcare, managing personal violence, or managing disabilities	transphobia, ableism, classism, and other oppressions allowances made for the challenges presented by using public transportation, finding childcare, managing personal violence, or managing disabilities	
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Programs	not about building power for communities of color designed to help people who have little or no participation in decision making emphasis is on serving or “helping” those in need little analysis about root causes of issues/problems No training/discussion on intersectionality or racism in programs Participants of color are put on the website or on brochures, misleading the public about the identity of the organization.	intent is to be inclusive some attempt to understand issue/problem in relation to big picture people in programs appreciated until they speak out or organize for power designed to help low-income or POC people who have only token participation in the decision making Some discussion of intersectionality and racism in programs, if time allows A mostly white organization focuses on organizing other white people to act in service of programs run by POC-led organizations	designed to build and share power designed to help people analyze and address root causes people most affected by issues/problems centrally involved in program planning opportunities for constituents to move into leadership roles in the organization Training and discussion on intersectionality and racism central to programs and operations.	In addition to previous column... programs are led by and designed for people of color program participants are provided opportunities to advance in the project/organization
Movement-Building	The “story” told by the organization uplifts contributions of white people and paints people of color as passive recipients of white benevolence.	The “story” told by the organization uplifts mostly white people with a few token mentions of people of color. .	The “story” told by the organization uplifts contributions of people of color to the field.	In addition to previous column... While remaining rooted in and accountable to their local base,

	<p>Organization is “an island” - does not collaborate.</p> <p>Does not share time, funds, space, or other resources with frontlines organizations.</p> <p>Does not participate in regional and national networks/initiatives.</p> <p>Does not use its platforms (social media/newsletter/talks) to promote intersectional, frontlines movement work and policy needs. Rather, promotes a self-serving agenda.</p> <p>Coopts movement language like “food justice” as a marketing tool without having just policies and practices</p>	<p>Token collaboration with people of color led initiatives that intersect mission of organization.</p> <p>Occasionally offers resources to frontlines organizations working on equity issues, takes credit for the work of these organizations.</p> <p>Actively participates in regional and national networks/initiatives.</p> <p>Cautiously uses its platforms (social media/newsletter/talks) to promote select intersectional, frontlines movement work and policy needs</p>	<p>Meaningful collaboration with people of color led initiatives that intersect mission of organization.</p> <p>Actively offers resources to frontlines organizations working on equity issues.</p> <p>Actively participates in regional and national networks/initiatives, following the lead of other people of color-led organizations.</p> <p>Uses its platforms (social media/newsletter/talks) to actively promote intersectional, frontlines movement work and policy needs</p>	<p>POC-led organization/project collaborates with other frontlines organizations to shift the structural inequities that undermine their sovereignty.</p>
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