

Adopted February 10, 2005  
Seattle/King County, WA

## Non-Profit Anti-Racism Coalition (NPARC) EXPECTATIONS OF MEMBERS

"Our Experience has shown us that organizing skills alone are not sufficient to build the kinds of coalitions necessary for a broad-based movement for social change. Racism is the single most critical barrier to building effective coalitions for social change. Racism has been consciously and systematically erected, and it can be undone only if people understand what it is, where it comes from, how it functions, and why it is perpetuated."

--The People's Institute for Survival and Beyond, [www.thepeoplesinstitute.org](http://www.thepeoplesinstitute.org)

In keeping with the above statement, as a coalition of non-profit organizations committed to ongoing individual and collective development and action to challenge racism, we have adopted the following expectations of members:

### CORE VALUES

Our core values are dynamic and may change to reflect members' growth in implementing anti-racism practices into our daily work. Our core values include:

- **Accountability** to one another and the community we are part of
- **Collaboration** rather than competition
- **Understanding history** and how history impacts current relationships
- **Sharing culture**
- **Taking risks**
- Commitment to **leadership development**
- **Community building, community organizing, and networking for social change**
- Understanding that **undoing internalized racial inferiority and superiority** is a journey, not a destination
- Understanding the role of gate keeper and committing to ethical, just, collaborative, and **transformative gate keeping**
- **Awareness of power and privilege**, especially dynamics of white privilege
- **Valuing different ways of knowing, thinking and being**

Adapted and expanded from People's Institute for Survival and Beyond principles.

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## WORKING PRINCIPLES

Principle 1. **Committed to becoming an anti-racist organization** at all levels of the organization, including within board, management, staff, and clients served. Committed to having or developing specific policies and workplace principles that formalize the anti-racist work of the organization.

*In practice, this could look like:*

Willing to do an initial assessment of the entire organization and clients served to determine where they are in the anti-racist development process. Openness of the agency to do the work and know that it is a long-term commitment.

Willingness to share resources, experiences, and best practices on undoing institutional racism and anti-racist work with other community based organizations, clients, and community members. Openness to having the organization's process be documented and shared with the public.

Principle 2. **Committed to incorporating** clients, former clients, low-income people and community members and other **people of diverse backgrounds** (including but not limited to diversity in race, ethnicity, gender, sexual orientation, income level, immigrant status, and/or language ability) **in all decision-making bodies of the organization**, such as management teams, boards, and other policy-making bodies.

*In practice, this could look like:*

Identifying decision-making bodies, determining what groups are underrepresented on them, then developing and implementing a work plan to increase diversity.

Principle 3: **Committed to ongoing training and self-education** at all levels of the organization, which may include community members.

*In practice, this could look like:*

Conducting an initial frank assessment of current level of involvement and knowledge. Sending staff or community members to training that helps them understand how institutional racism works, including concepts of internalized racial superiority/inferiority.

Principle 4. **Committed to active participation** in meetings **and accountability** to other partner members in receiving support and challenge as well as in contributing to collective projects.

*In practice, this could look like:*

Contributing to the best of your ability in attending meetings, completing work for the group, sharing in facilitation and note-taking, communicating regularly with other members, community-building among individuals, programs and agencies.