

HOW TO BE AN ANTIRACIST PUBLIC INSTITUTION

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WHAT IS ANTI-RACISM?

"Anti-racism refers to a form of action against racial hatred, bias, systemic racism, and the oppression of marginalized groups." -Wikipedia

"Anti-racism is an active and conscious effort to work against multidimensional aspects of racism." - Robert J. Patterson

"To be antiracist is to admit being racist."
- Ibram Kendi

"Antiracism is not who you are as a person, but what you are doing in the moment." – Ibram Kendi

ANTI-RACISM TRENDS IN PUBLIC INSTITUTIONS

- Create strategic diversity plans
- Create centralized resource repositories
- Establish research or policy centers
- Evaluate relationships w/ public services
- Acknowledge past complicity
- Establish anti-racism taskforce
- Host town halls or listening sessions
- Celebrate Juneteenth
- Develop anti-racism trainings
- Advance POC recruitment and retention
- Develop/expand resources for BIPOC stakeholders
- Develop/improve local and regional community partnerships

*ADDITIONAL
SUGGESTIONS
FOR HOW TO
BE AN ANTI-
RACIST PUBLIC
INSTITUTION*

- Understand how/where racism shows up
- Recognize it and confront it
- Identify inequities and disparities
- Center BIPOC communities
- Ensure accountability
- Actively engage with changemaking process
- Create opportunities for stakeholder action

*SOME ANTI-
RACISM
COMMITMENTS
AT UNH*

- Create a targeted hiring framework
- Increase opportunities for education
- Assess, identify gaps, and address them
- Increase opportunities for funding