

## ***How to Undo Racism***

A monthly communication from the Anti-Racism Training Institute of the Southwest (ARTI—a project of United South Broadway Corporation)

First installment – January, 2023

Welcome to the inaugural edition of our *“How to Undo Racism Community Conversation Hub”*.

Each month, the Anti-Racism Training Institute of the Southwest (ARTI) will provide information and resources to support you in your quest to undo racism within your sphere of influence. We will also host a “Your Voice” section of our article.

To create this space where genuine community conversation can take place, we invite you to:

- Share your experience with undoing racism ~ whether you are a beginner at this or are a seasoned systems change activist, please share your stories
- Ask us questions about undoing racism and systems change
- Share with us any resources you have found helpful in your work
- Join us in dismantling institutional racism through the building of “nets that work”

**You may send your contributions to the *How to Undo Racism Community Conversation Hub* by clicking here ([artisw.info@gmail.com](mailto:artisw.info@gmail.com))**

### *About ARTI*

Founded in 1991 by United South Broadway Corporation, the Anti-Racism Training Institute of the Southwest (ARTI) grew out of the work of Albuquerque Project Change, a multi-racial, multi-cultural organization created to address institutional racism in New Mexico. Since then, ARTI has provided trainings for over 7,000 persons looking to undo racism through institutional systems change within their communities.

### *Institutional Racism*

Institutional racism, as opposed to individual bigotry or prejudice is systemic and is the intentional or unconscious subordination of specific racial groups through organizational practices and norms.

Many brave voices are speaking out, people sharing a common interest are forming communities, and many of these communities of interest are addressing institutional racism via the legislative process and via the courts. Three perfect examples of this are the Black Education Act, the Yazzie – Martinez lawsuit and settlement, and New Mexico’s Home Loan Protection Act.

- Signed into law on July 1, 2021, the Black Education Act (BEA) was created to improve education within the state of New Mexico for public, chartered, and post-secondary

schools. The bill's goal is to improve graduation rates for African American students graduating from high school and post-secondary institutions.

New Mexico's Public Education Department was given administrative authority over implementation of the provisions within the Black Education Act. Once such provision is specific to training. Compliance under the Black Education Act requires that all New Mexico educational staff (includes K-12 and charter schools) complete anti-racism and discrimination trainings every academic year.

- A community of shared interest comprised of parents of students in special education classes was the driving force behind what has become known as the Yazzie – Martinez decision. The coming together of this group focused on the over-representation of students of color in Special Education classes.

The basis of the Yazzie – Martinez lawsuit, decided in 2018, was the state's failure to provide low-income, Native American, English language learner (ELL), and students with disabilities, the programs and services necessary for the identified communities to learn and thrive. Successful navigation through the courts requires New Mexico to provide programs and services which include: quality Pre-K, K-3 Plus, extended learning, dual language, culturally and linguistically relevant education, social services, small class sizes, and sufficient funding for teacher recruitment and retention.

- Going back a little farther in time, community organizing resulted in legislation and policy that went beyond the borders of New Mexico. The New Mexico Home Loan Protection Act (HLP) of 2004/2005 was inspired when USBC housing counselors and attorneys became alarmed that homeowners of color were being targeted for predatory loans that gutted their home equity and transferred it to lenders. USBC led a coalition of community agencies with national backing to fight strong opposition from financial institutions that profited from these racist loans. HLP is one of the strongest homeowner protection laws in the country, and Congress adopted some of its provisions in the Dodd-Frank Act of 2010.

We would love to hear your stories on how you are fighting discrimination.

### *Shared Analysis*

ARTI believes that a shared analysis and understanding of racism, its history, and its institutional structure is essential to building and maintaining healthy communities.

The major barrier to undoing racism is the lack of a shared analysis about what racism is. Even well-meaning people cannot agree about the basic definition of racism and therefore cannot forge alliances to uproot it.

### *How to Undo Racism*

Where does one begin to undo racism? We at ARTI embrace tenets set forth by the People's Institute for Survival and Beyond (PISAB) <https://pisab.org/>. You may want to begin by

reviewing the PISAB Principles below and examining how they resonate with you. As we continue, we will provide additional information on each of the Principles shared by PISAB and their co-founders, Ron Chisom and Jim Dunn, pictured below.



## Principles

- Understanding Racism
- Sharing culture
- Learning from History
- Analyzing Power
- Gatekeeping
- Networking
- Maintaining Accountability
- Undoing Internalized Racial Oppression
- Developing Leadership