

AN ANTI-RACIST RUBRIC FOR OUR CAMPUS UNITS

**THE BADGER ANTI-
RACIST COALITION
(BARC)**



POSITIONALITY

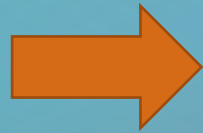
- Acknowledge previous work: BIPOC @ UW, nINA Collective, Black Liberation Collective
- We are a mostly white group of community engaged professionals thinking about racial consciousness
- Humility

CONTEXT

Racial
Consciousness

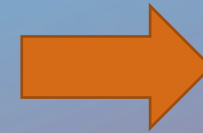
Police Killing
Black People

On-Going
Equity Issues in
Higher Ed



Inadequate
Response from
Administration

Lot of Talk
about Change
in Higher Ed



Students
Speaking Up

Staff and
Faculty
Wanting to Do
More

BADGER ANTI-RACIST COALITION (BARC)

Regular Meetings

10-20 staff & faculty

Community organizing
approach

Lifting up student voices

barcuw.wordpress.org

HOW CAN WE TELL
IF OUR UNITS ARE
WORKING TOWARD
ANTI-RACISM?



1. Shared power and mutual respect

2. Transparency and
intentional communication

3. Equitable distribution of resources

GUIDING BELIEFS

**TIMELINE,
IMPLEMENTATION,
SUSTAINABILITY**

Draft in
progress

Feedback &
pilot groups

12 CATEGORIES

**FUNDING &
BUDGET**

POLICY

HISTORY

EVENTS

**COMMUNITY
RELATIONSHIPS**

CURRICULUM

**RESPONSE TO
STUDENT
ACTIVISM**

STUDENTS

FACULTY

STAFF

**PERFORMANCE
MANAGEMENT
& RETENTION**

**COMMUNICATION
&
TRANSPARENCY**

4 LEVELS FOR EVALUATION

LEVEL 0:
COLLUSION &
OPPRESSION

LEVEL 1:
REPRODUCING
NORMS

LEVEL 2:
BELONGING

LEVEL 3:
SHARED POWER
& LIBERATION

FOR EXAMPLE...

CATEGORY: HISTORY	LEVEL 0: OPPRESSION & COLLUSION	LEVEL 1: REPRODUCING NORMS	LEVEL 2: BELONGING	LEVEL 3: SHARED POWER & LIBERATION	RESOURCES
How does your unit acknowledge its own history of racism and oppression?	Our unit does not know its own history of racism and oppression. The unit does not regularly acknowledge this lack to its students, staff, or faculty, nor are there plans for recognition of past bias incidents and policies. The unit actively attempts to deny and/or bury colonial history, and individuals from the unit have no understanding of that history.	There is a general air of support for efforts made by others on campus to spotlight campus history of racism and oppression. This includes re-sharing research, resources, and news generated by others who uncover past bias incidents and policies. If someone were to ask a randomly selected individual from that unit, they will have little or vague understanding of that history.	Our unit invests funds into efforts to research and archive its history of racism and oppression, though it is not the central organizing body for that research. There is an annual discussion of past bias incidents and policies with faculty, staff, and students. There is passive public acknowledgement of this history, for example a statement on the web site. If someone were to ask a randomly selected individual from that unit, they will have a general understanding of that history.	Our unit leads and funds efforts to research and archives its history of racism and oppression, and collaborates with others who are doing this work. Discussion of past bias incidents and policies are regularly acknowledged and discussed with faculty, staff, and students. There is dynamic public engagement regarding history, for example seeking out oral history from alumni and statements during public events, in addition to passive statements. If someone were to ask a randomly selected individual from this unit, they will have a comprehensive understanding of that history and are able to point the asker to resources.	UW-Madison Public History Project researches and disseminates campus histories related to race and equity. You may request their staff to collaborate on a unit-specific history followed by a facilitated discussion.

FOR EXAMPLE...

CATEGORY: PURCHASING	LEVEL 0: OPPRESSION & COLLUSION	LEVEL 1: REPRODUCING NORMS	LEVEL 2: BELONGING	LEVEL 3: SHARED POWER & LIBERATION	RESOURCES
What businesses are we purchasing from to provide services we need (e.g. catering, printing, computer systems, management services, pest control, cleaning, office supplies etc.)?	It is not clear (not discussed, not made public)	There is an investigation to inventory all UW-Madison vendors and purchasing, but it is not mentioned regularly in staff meetings.	Local businesses are used to find vendors and purchasing. There is some discussion about purchasing from BIPOC-led organizations and, sometimes decisions result in purchasing from these organizations. Internal measures are taken to assess the suppliers when making decisions about making purchases. There is a concrete plan to at least purchase 5% of supplies/services/materials from so-called "Minority-Owned Businesses", as categorized by the state of Wisconsin. This goal was set by state statute in 1983 (Act 390).	Purchasing is done through local businesses, with preferences to BIPOC businesses whenever possible. There are active discussions with administrative staff about where supplies come from and how to continue to diversify suppliers. There is a concrete, documented, and publicly-available plan to EXCEED the 5% state minimum goal to purchase supplies/services/materials from so-called "Minority-Owned Businesses", as categorized by the state of Wisconsin. It is someone's job to report to the staff and on the entity's website on the progress toward that goal.	https://supplierdiversity.wi.gov/Pages/Home.aspx

PADLET BRAINSTORM USING OUR 12 CATEGORIES

tinyurl.com/antiracistrubric

- What should be your unit's anti-racist goals?
- What aspects of these categories do you think are within your unit's control?
- What changes do you think are actionable within one year? Five years?

YOUR NEXT STEPS

- Help by providing feedback on individual metrics by viewing the rubric and using the feedback form on our website.
- Have more time? Become a member of BARC and help transform this document into a toolkit.
- Have less time but are in a position of power? Become an advisory member of BARC and help us make strategic decisions.

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