Systems Analysis: Understanding
Racism in Your Organization

Instructions: *Answer the five questions below. In each box, list examples of the level of racism
you think is occurring in your organization. You can think about manifestations internal to
your organization – in organizational culture, policies, practices – as well as externally in your grantmaking, programs, partnerships and services. List as many examples as you can think of.*

Note:***This is an individual exercise – please fill it out by yourself****. If you are comfortable
with sharing your responses with your colleague and team member, you may do so, but it is
not required for you to share your answers.*

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| Q1. What are examples of Internalized Racism (racism within individuals) that you notice at your organization?Enter answer here. | Q2. What are examples of **Interpersonal Racism** (racism between individuals) that you notice at your organization?Enter answer here. |
| Q3. What are examples of **Institutional Racism** (racism within institutions and systems of power)? What are ways in which your organization creates and maintains institutional racism?Enter answer here. | Q4. What are examples of **Structural Racism**\* (racism among institutions and across society)? What other aspects of culture, institutions, or issue-areas does your organization intersect with?Enter answer here. |

5. What is a proposed solution that could produce institutional change in your organization that might generate more positive racial outcomes? (See list of strategies on the next page).

Enter answer here.

