



## Annapolis Pride Anti-Racism Statement

### I. Purpose:

The purpose of this statement is to clearly define what it means to be an anti-racist organization made up of anti-racist ideas and policies. This statement is intended to be used as a tool to ensure all of Annapolis Pride's written or unwritten policies, procedures, norms, and cultures are anti-racist with a focus on equitable outcomes.

### II. Anti-Racism:

In order to create an anti-racist organization, we must first define what it means to be anti-racist:

- A. Racist - one who is supporting a racist policy through actions or inaction or expressing racist ideas
- B. Anti-Racist - one who is supporting an anti-racist policy through actions or expressing anti-racist ideas
- C. Racist Policy - any measure that produces or sustains racial inequity between racial groups
- D. Anti-racist Policy - any measure that produces or sustains racial equity between racial groups
- E. Racist Idea - any idea that suggests one racial group is inferior or superior to another racial group in any way
- F. Anti-racist Idea - any idea that suggests the racial groups are equals in all their apparent differences<sup>1</sup>

### III. Recognition:

Denial is the heartbeat of a racist organization. Being an organization that is "not racist" signifies neutrality and endorses the idea of racial hierarchy. Racist ideas have defined our society since the founding of our country. White supremacy and systemic oppression exist throughout institutions and is reflected in racist policies that cause racial inequalities. In order to dismantle white supremacy, Annapolis Pride will identify policies with intended or unintended inequitable outcomes.

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<sup>1</sup> How to be an Antiracist, Kendi, Ibram X., 2019, One World, Random House, LLC.

#### **IV. Self-Examination:**

To be anti-racist organization, we must make the radical choice to specifically identify and take immediate action to dismantle racist ideas and policies. We are called upon to change, examining our own policies, procedures, norms, and cultures, written or unwritten. We must examine our own biases and privileges and address ways in which we can improve ourselves and our organization.

#### **V. Commitment:**

Annapolis Pride commits to creating an anti-racist and multicultural organization made up of anti-racist members, ideas, and policies. Specifically, we will focus our anti-racism efforts on the following tasks:

- A. Set clear standards for inclusion at all levels of the organization.
- B. Build diverse partnerships and coalitions with intersectional organizations to promote equity and inclusion.
- C. Provide ongoing Board member anti-racism training and education, and encourage discussions about racism, white supremacy, power, and accountability.
- D. Help people of color become more empowered through leadership, sharing of power, and sharing in decisions about organizational resources and priorities.
- E. Annually review strategic plan, including mission, vision, policies, procedures, and board agreements to ensure equitable outcomes.

#### **VI. Accountability:**

The responsibility to create and maintain an anti-racist organization falls on the entire Board of Directors. Each Annapolis Pride Board Member is expected to support anti-racist policies through action and identifying opportunities to improve. The Governance Committee shall be responsible for ensuring all guiding documents, policies, procedures and practices are anti-racist and report to the Board quarterly.