

A Riverside Anti-Racist Vision

Developed by the Mayor's Multicultural Forum
Riverside, California
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Anti-racism is the process of combating racism, which the Riverside City Council has declared to be a public health crisis.

Anti-racism:

- challenges policies that support racism and inequity.
- changes systems that maintain them.
- mobilizes the community to act.
- invites individuals to rethink racism and inequity.
- suggests remedies for the impact of racism.

Anti-racism begins everywhere with:

- Individuals and families reconsidering their beliefs.
- Community organizations and businesses becoming more anti-racist and collaborating with others in that pursuit.
- Educational institutions creating racially responsive curricula, practices, and teaching.
- City government continuously improving its policies and practices in order to eliminate racial inequities.

Anti-racism can take many forms, including:

- Encouraging courageous conversations.
- Conducting evidence-based analysis.
- Supporting anti-racist action by addressing racist activities, practices, and communication.
- Inviting continuous self-reflection.

Courageous conversations: Anti-racism encourages continuous courageous conversations that:

- Invite people to speak honestly and listen carefully.
- Question personal beliefs, values, and behavior.
- May create discomfort due to the expression of deeply felt emotions.
- Involve a commitment to being open to new ideas without being defensive.
- Occur among individuals, in community dialogues, and within organizations, educational institutions, and government entities.

Evidence-based analysis: anti-racism involves the careful examination and application of evidence by:

- Collecting evidence, including statistics, information on community occurrences, and individual stories.
- Identifying the roots of racial inequities.
- Examining systems (structures, policies, and practices) that contribute to those inequities.
- Achieving accountability by developing and accessing measurable outcomes.

Anti-racist action: anti-racism involves a willingness to take action that:

- Is systematic, substantive, and sustained.
- Changes systems (structures, policies, and practices) in order to eliminate inequities.
- Fosters anti-racist collaboration.
- Supports experiences that bring people together across racial lines.
- Encourages educational institutions, from day care to senior centers, to incorporate anti-racist principles.
- Calls upon all businesses, community organizations, faith-based institutions, and government entities to be anti-racist in their policies and practices.
- Creates greater mutual trust by uniting the community around a common goal.

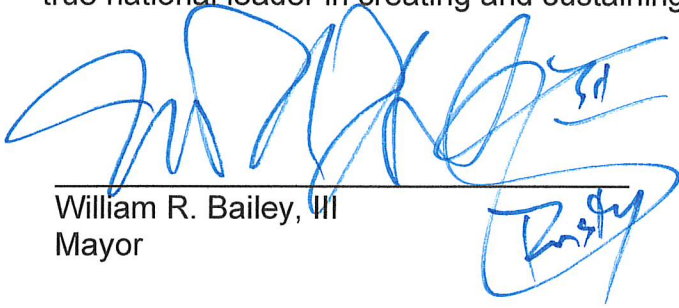
Continuous self-reflection: anti-racism invites people to:

- Learn continuously about racism and anti-racism.
- Embrace Riverside's wide range of cultures while also recognizing its underlying commonalities.
- Become more aware of structures and practices that contribute to inequities.
- Live in ways that model anti-racism.

The City of Riverside will contribute to greater racial equity by using an anti-racism transformative lens to:

- Identify race-based inequities.
- Uncover the roots of those inequities.
- Modify city policies, programs, and practices.
- Examine community occurrences.
- Increase the accessibility of services.
- Challenge businesses, non-profits, educational institutions, faith-based institutions, and all organizations to act.
- Establish short-term and long-range goals, along with a system for assessing progress.

By adopting and following these principles and by annually reassessing progress in their implementation, including measurable accountability, the City of Riverside can become a true national leader in creating and sustaining an anti-racist community.



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