

AHRD Antiracism Committee

History, Mission, Vision, Values, and Goals

History

The Academy of HRD Antiracism Committee was initiated in June 2020 in response to the murder of George Floyd at the hands of police in Minneapolis, Minnesota, USA. Having already issued a broad statement condemning racism earlier that month, the AHRD Board of Directors was approached by a longstanding member of AHRD, Dr. Chaunda L. Scott, an African American woman who eloquently pointed out that AHRD should go further to address racism in AHRD. Dr. Scott suggested issuing a revised statement and an apology for prior and present incidents of racism within the organization and taking action to create a culture of greater inclusion and justice.

In acknowledgement of this history, the AHRD Antiracism Committee maintains its focus on naming and addressing anti-Black racism, in full support of the Black Lives Matter movement, while simultaneously condemning all historical and contemporary forms and manifestations of white supremacy which can and do impact additional racial and ethnic minority groups in the United States and globally. The AHRD Antiracism Committee defines anti-Black racism as an antagonistic system of beliefs and actions that attack, erode, and limit the humanity of Black people (Carruthers, 2018). We refer to Black people as a racial group whose historical roots and designation in the United States is grounded in colonization. Central to anti-Black racism is the “specificity of *anti-Blackness* ... as an embodied lived experience of social suffering ... in which the [designation of being] Black is the despised thing-in-itself ... in opposition to all that is pure, human(e), and white” (Dumas & Ross, 2016, p. 416-417). Accordingly, the AHRD Antiracism Committee rejects anti-Black beliefs and defines its approach to antiracism as working to promote the moral obligation to question and respond to acts of social injustice on behalf of groups that have been denied equal treatment, historically and presently.

Mission

The mission of the AHRD Antiracism Committee is to dismantle racist policies, ideas, and inequities within AHRD and, more broadly, in the field of HRD through research, discussion, dialogue, learning, and action.

The AHRD Antiracism Committee defines racism in relation to the work of Ibram X. Kendi, who states: “**Racism** is a marriage of **racist policies** and **racist ideas** that produces and normalizes **racial inequities**.” (Kendi, 2019, p. 17-18)

- “A **racist policy** is any measure that produces or sustains racial inequity between racial groups. By policy, I mean written and unwritten laws, rules, procedures, processes, regulations, and guidelines that govern people.” (p. 18)
- “A **racist idea** is any idea that suggests one racial group is inferior to or superior to another racial group in any way. Racist ideas argue that the inferiorities and superiorities of racial groups explain racial inequalities in society.” (p. 20)
- “**Racial inequity** is when two or more racial groups are not standing on approximately equal footing.” (p. 18)

Vision

The AHRD Antiracism Committee aims to advocate for the dismantling of white supremacy through the promotion of antiracism in HRD research, HRD practice, within and through the four academic journals sponsored by AHRD, HRD curriculum and teaching, and as a component of membership and service in the AHRD. Our vision is to implement diversity, inclusion, engagement, and equity as foundational elements of AHRD and a non-negotiable component of our identity. As such, the AHRD Antiracism Committee will advance opportunities for antiracist learning, unlearning, and development, define specific parameters for the definition of antiracism and antiracist action, and deliberate about race and racism in AHRD and the field of HRD.

Values

The AHRD Antiracism Committee represents a diverse group of stakeholders who are specifically committed to the value of antiracism but additionally stand and speak out against all forms of prejudice, discrimination, hatred, and bigotry, including but not limited to colorism, ageism, xenophobia, homophobia, transphobia, ableism, and sexism.

Goals

These goals guide the strategic priorities, plans, and activities of the AHRD Antiracism Committee in its work in AHRD and in the broader HRD community.

1. Suggest and support strategic initiatives to advance antiracism.
2. Monitor and recommend edits to policies to align with antiracism mission.
3. Develop governing structures for the Antiracism Committee itself.
4. Create forums to address antiracism.
5. Serve as a resource for members, practitioners, and students on antiracism.
6. Provide information and research related to antiracism.
7. Collaborate both internally and at respective universities and organizations to amplify and instill antiracist policies that support the Antiracism committee mission.
8. Identify, support, and develop the next generation of leaders who center antiracism in research and practice.

References

- Carruthers, C. (2018). *Unapologetic: A Black, queer, and feminist mandate for radical movements*. Beacon Press.
- Dumas, M. J., & Ross, K. M. (2016). "Be real Black for me": Imagining BlackCrit in education. *Urban Education*, 51(4), 415-442.
- Kendi, I. X. (2019). *How to be an antiracist*. One World.