

# SOCIAL JUSTICE STANDARDS

ANTI-BIAS FRAMEWORK

## 20 Essential Standards and Domains

### IDENTITY

1. Employees will develop positive social identities based on their membership in multiple groups in society.
2. Employees will develop language and historical and cultural knowledge that affirm and accurately describe the membership in multiple identity groups.
3. Employees will recognize that people's multiple identities interact and create unique and complex individuals.
4. Employees will express pride, confidence, and healthy self-esteem without denying the value and dignity of other people.
5. Employees will recognize traits of the dominant culture, their home culture and other cultures and understand how they negotiate their own identity in multiple spaces.

### DIVERSITY

6. Employees will express comfort with people who are both alike and different from them and engage respectfully with all people.
7. Employees will develop language and knowledge to accurately and respectfully describe how people (including themselves) are both alike and different from each other and others in their identity groups.
8. Employees will respectfully express curiosity about the history and lived experiences of others and will exchange ideas and beliefs in an open-minded way.
9. Employees will respond to diversity by building empathy, respect, understanding and connection.
10. Employees will examine diversity in social, cultural, political, and historical contexts rather than in ways that are superficial or oversimplified.

### JUSTICE

11. Employees will recognize stereotypes and relate to people as individuals rather than representatives of groups.
12. Employees will recognize unfairness on the individual level (e.g. biased speech) and injustice at the institutional or systemic level (e.g. discrimination).
13. Employees will analyze the harmful impact of bias and injustice on the world, historically, and today.
14. Employees will recognize that power and privilege influence relationships on interpersonal, intergroup, and institutional levels and consider how they have been affected by those dynamics.
15. Employees will identify figures, groups, events and a variety of strategies and philosophies relevant to the history of social justice around the world.

### ACTION

16. Employees will express empathy when people are excluded or mistreated because of their identities and concern when they themselves experience bias.
17. Employees will recognize their own responsibility to stand up to exclusion, prejudices, and injustice.
18. Employees will speak up with courage and respect when they or someone else has been hurt or wronged by bias.
19. Employees will make principled decisions about when and how to take a stand against bias and injustice in their everyday lives and will do so despite negative peer or group pressure.
20. Employees will plan and carry out collective action against bias and injustice in the world and will evaluate what strategies are most effective.

## Breakout Session Instructions:

**Step 1:** Choose a spokesperson who will report out to large group. The person with the **longest last name** will be used as your selection criteria for this activity.

**Step 2:** Use the 5 Tenets to engage in courageous and respectful conversations on how knowledge of these theoretical perspectives having can impact how you (organization) promote social justice in the workplace and/or community you serve.

**Step 3:** Review the 20 Standards and Domains of the Anti-bias Framework and Discuss within your group, which of the 20 standards you each will commit to practice intentionally within the next 30 days preserve and promote social justice.