

DEFINITION OF TERMS IN RELATION TO AOTEAROA

Racism exists where one group which views its way of life as superior to that of other groups, holds and exercises power over these groups. In doing this it oppresses groups of different colour or race.

Institutional racism is the perpetuation by organisations of policies and practices which advantage Pakeha and disadvantage other racial groups.

A Multicultural Society (note capitals) is one where all ethnic groups contribute equitably to policy and decision-making at all levels in economic, social, artistic and political matters.

A multicultural society (small letters) describes a society comprised of different ethnic groups.

A bicultural society is one where the indigenous Maori culture contributes equally to policy and decision making at all levels.

A monocultural society is one where the dominant Pakeha culture controls all the major institutions and restricts expression of other cultures.

Racist behaviour involves personal prejudice and bigotry. It results in discrimination. It maintains the benefits of living in a racist society.

Non racist behaviour does not involve prejudice. It regards all as equals and does not discriminate. It maintains the benefits of living in a racist society.

Anti racist behaviour does not involve prejudice. It involves an analysis of racist aspects of institutions. It involves working for change in institutions using all possible channels. It maintains the benefits of living in a racist society, but tries to change it.

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institutional racism

In every institution, organisation or group there is a structure. It may be formal or informal, based on years of tradition or newly formed.

To begin to understand institutional racism an analysis of the structure of institutions is necessary. The following is an exercise you may find useful in beginning to look at your institution.

- Look at your institution, organisation or group and ask the following questions.

decisions

Who makes the decisions?

How are they made?

Who gets to hear about the decisions?

Are the people who implement the decisions part of the decision making?

Are the people affected by the decisions part of the decision making?

resources

What resources does the institution have?

(includes buildings, knowledge, money, salaries, status, access etc.)

How are the resources distributed within your institution?

How are the resources distributed from your institution to the wider community?

physical structure

How are the working days organised?

(eg. nine to five, lunch at twelve, own office, own desk, English spoken etc.)

How are the wages and salaries organised?

(eg. hierarchical, dependent on skill, need etc.)

How is the leave, holidays, sick leave, bereavement leave, overtime etc. organised

How are appointments made (for new staff/positions)?

(Small inside/outside group, community, everyone?)

- Now go through all the questions again with the aim and the target group of your institution in mind. Ask for each of the above questions...

who benefits?

Name them and be specific - eg. Maori, Pakeha, middle class, women, men, children etc.

who has control?

who holds the power?

Again, be specific.

- What you do with this information is up to you and your organisation. Changing your structure so that it is anti-racist always involves a transfer of power. This exercise may help you understand some of the areas where a transfer of power is necessary.