





## **What is the Pratt Race Equity Continuum?**

con·tin·u·um

*noun:* a continuous sequence in which adjacent elements are difficult to differentiate, but the extremes are quite distinct. For instance, when asked by a doctor to describe your pain on a scale of 1 to 10, 1 being very little pain and 10 being unbearable pain, that doctor is using a continuum to determine treatment aligned with the level of pain you are experiencing.

Pratt's Race Equity Continuum is a similar scaling of racism across several organizational elements to describe what Pratt might look like at various levels of institutional racism. This continuum consciously avoids trying to address intra-racial nuances and other forms of oppression, even though it is expected Pratt will address them within the context of race or by a parallel process. The race-based outcomes and behaviors described in this continuum are brief and highlight only a few of many ways race impacts outcomes. To the extent possible, descriptions have been localized to include race-based metrics relevant to an arts organization wherever possible.

## **How to use the Pratt Race Equity Continuum**

### **Overview**

As Race Equity Committee members, we are being asked to assess how Pratt functions as an organization. Do not assess yourself, your team, or specific individuals within their Pratt roles when providing this feedback, instead make your assessment about Pratt as a whole. While your direct involvement and knowledge may not encompass all organizational elements, your perception of each element is as critical as observed behavior. Each element description inherits characteristics negative (or positive) from its adjacent element description unless specifically remedied (or abandoned).

### **Individual Assessment**

Each Race Equity Committee member is asked to give her/his personal assessments of Pratt. Use your personal life experiences and training when selecting the descriptions that best identify the organizational elements that best describes Pratt, understanding there will be no perfect match. You may determine that Pratt demonstrates race-based outcomes and behaviors across multiple levels, however limit your assessment to one or two adjacent behavioral descriptions that best fit Pratt.

### **Team Assessment**

Individual assessments will be consolidated into an overall organizational assessment by the Race Equity Committee and used to establish Pratt's racial behavioral and outcome baseline to monitor progress as improvements are implemented. Using Race Equity Partner input along with the assessment, the Race Equity Committee will formulate and recommend action plans that move Pratt towards reaching its race equity goals to become an inclusive organization and a catalyst for institutional inclusion in the local arts community.

## **Contextual definition of a few key terms**

### **Community:**

A group of people or organizations that share a racial, cultural, economic, geographic, or specific interest.

### **Demographics**

The statistical structure of a population as defined by the US Census Bureau.

### **Policies & Practices**

Formal (documented) and informal (undocumented) rules and procedures that govern organizational operations.

## **References**

[Continuum on Becoming an Anti-Racist Multicultural Institution](#)

[Crossroads Documentation Project](#)

[City of Seattle Arts & Culture Race Equity Program](#)