

creating **ANTI- OPPRESSIVE SPACES** on-line

Project Checklist

Take 5 minutes at the beginning of a design phase to consider how to make your project anti-oppressive

Here is a basic checklist of things to consider in your tech projects. Plan to run through this checklist a few times throughout your design and development processes. More details on each item are included below.

- ☐ Are your sign-up forms respectful of people outside the norms of names, gender, sexuality, relationships and ethnicity?
- ☐ What data are you collecting? Why are you collecting each piece of data? Is your intention conveyed to users? Does the project respect the privacy of users?
- ☐ If you collect comments that will be made public, do you have guidelines for discourse in place?
- ☐ Do icons, photos, etc. assume things about gender, race or ability of users?
- ☐ Have you staged any photos that inaccurately reflect the diversity of your visitorship or staff?
- ☐ Have you been sure not to make business decisions based solely on existing analytics? Do you have a clear plan on how to measure the business decisions you've made, through analytics or otherwise?
- ☐ What modes of communication do your teams use? Is that working for everyone?
- ☐ Is the project accessible to older people, younger people, people without disabilities, and people with disabilities?
- ☐ Is all the writing, including curatorial content, at an accessible reading level?
- ☐ Who's not part of your design process? Why?

Further Resources

<https://github.com/the-incluseum/anti-oppressive-spaces>

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Definitions of Terms

Anti-oppression

An approach to work that focuses on ending oppressions. Focusing our work in this way takes for granted that we live in a society where social groups use power or privilege for their own benefit while disempowering, marginalizing, silencing and subordinating other groups. It recognizes that oppressions operate at many levels, from internalized to systemic, and it considers how historical traumas affect the relationships between social groups today. Working from an anti-oppressive frameworks is about centering justice and transforming ourselves, our relationships and our institutions.

Inclusion

The act to accommodate people that are presently excluded from our institutions. This is an approach this has been popular in higher education and corporate workplaces in recent years, and is a term that's often coupled with diversity. Inclusion is about being a part of systems that are already oppressive.

Diversity

Acceptance or promotion of multiple identities within a single institution. Diversity has been criticized for putting too much onus on numbers of people, versus considering the actual people the numbers represent. Often read as a codeword for talking about race.

Intersectionality

A theory that examines how various categories of identity such as gender, race, class, ability, sexual orientation, religion, caste, age, nationality and others interact on multiple and often simultaneous levels. We should think of each element or trait of a person as inextricably linked with all of the other elements in order to fully understand one's identity. The term was first coined by critical race theorist Kimberlé Williams Crenshaw in the late 1980s. Read some of Crenshaw's talk at TEDWomen 2016 **here:** <http://blog.ted.com/the-urgency-of-intersectionality-kimberle-crenshaw-speaks-at-tedwomen-2016/>.

Community

Often seen as a codeword for talking about people of color.

Gender binary

The classification of sex and gender into two distinct, opposite and disconnected forms of masculine and feminine. Assumes one's sex, gender and sexual orientation are by default aligned. For example, someone assigned male at birth would be assumed masculine in appearance, behavior and character traits, including a heterosexual attraction to those assigned female at birth.