

Gatekeeping

SONV CoC Board Meeting
Thursday, October 12, 2023

Agenda

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Race equity in
practice

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Interrogating our
role as gatekeepers

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something different

Race Equity in Practice



*Genocide
Enslavement
Bordering*

*Forced
Assimilation
Segregation
Jim Crow*

*Post-Racist Society
"I don't see color"*

*Diversity
Multiculturalism
Inclusion*

*Anti-Racist / Anti-
Oppression Lens
Targeted Universalism
Racial Equity
& Social Justice*



What is Gatekeeping

- ❑ The activity of controlling, and usually limiting, general access to something.
- ❑ Within the context of our work, gatekeeping often includes withholding information that would be considered necessary to make informed, inclusive, transparent decisions.
- ❑ Gatekeeping also includes withholding decision-making and power.

Interrogating Our Role as Gatekeepers

Agents of Social Control

Whether we intend it or not, we serve as agents of social control, holding power over people in poor communities rather than always engaging with communities in ways that restore decision-making power and establish mutual accountability.

Accountable to Institutions


Although we intend to be accountable to populations most impacted, we are – in reality – accountable to the institutions that pay us, credential us, evaluate us, and ultimately decide whether to promote or fire us.



Interrogating Our Role as Gatekeepers

The Conflict

Gatekeepers often find themselves trapped and conflicted. It is through working from an anti-racist framework, embodying anti-oppression values, and being accountable to communities most impacted that we become 'liberated gatekeepers' recognizing the power and influence we have to be agents of transformation.



Some Ways That Gatekeeping Shows Up

- ❑ Disconnection between our role and our liberated gatekeeping potential
- ❑ Not engaging in open sharing about professional mistakes and harm we and our organizations have caused with a focus on changed action
- ❑ Being mostly performative about racial equity by not committing to actions that will move money, share power, and lead to concrete solutions
- ❑ Lack of awareness of who is most impacted by the decisions we make and authentic engagement with people who need to be involved

Discussion Questions

1. What are the dynamics of professionalism/gatekeeping that keep you and/or your organization stuck in perpetuating institutional and structural racism?
2. What would liberated gatekeeping look like for you and/or your organization?
3. What are some immediate steps you can take to do something different?