



These anti-oppression guidelines have been adapted from guidelines created by former staff of *The Mennonite* and [unlock Ngenuity](#).

Developing an anti-oppression mindset

Developing and using interculturally inclusive and anti-oppressive thinking and language is an ongoing commitment and practice. Before, during and after writing an article, below are some questions and framing to consider:

Audience – Assumptions

1. Who am I envisioning when I write this article?
 - a. Who you envision to be the intended audience shapes the article
 - b. e.g.: people who share your cultural, ethnic or racial, language background or broader audiences
 - i. If a broader audience is intended, be sure to:
 1. Explain acronyms, your worldview, values, perceptions, norms, behaviors
 - c. Clearly identify your own worldview lens and know that you will need to ask questions about your own lens
 - i. Whose eyes and ears am I hearing this story through? Does the content match what I know from my own life experience?

Story – Ownership

1. Whose story am I writing?
 - a. My own story? Or someone else's story?
 - b. If it is someone else's story, do I have permission to write their story?
 - i. Are they situated as a subject rather than an object in the story?
 - ii. Did they contribute to writing the article?
 - iii. Did they read it before I submitted it?



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Labeling – Terminology

1. What labels were used to identify people/groups in the article? Why? Is this how they self-identify?
 - a. Examples of ways of identifying:
 - i. Hispanic, Latino(a), Latinx
 - ii. Black, African American, Caribbean American
 - iii. Arab, Syrian, Iraqi
 - iv. Asian, Korean, Asian American, Indian
 - v. Queer, Gay, Transgender, Cisgender, Heterosexual
 - vi. White, European, Caucasian
 - vii. Indigenous, Native, Native American, Cherokee, Lakota

Glossary of Terms <https://www.cssp.org/about/race-equity/GLOSSARY-OF-TERMS.pdf>

Locating Self & Story – Worldview

1. Locate yourself and your story/article. Do not assume that your audience knows the geographical location or context and its implications of where you or your story are located.
 - a. E.g., “My congregation is in the Plains conference.” “Our church is a typical, Mennonite community”
 - b. Use descriptors like; urban, rural, suburban.
 - c. Identify the racial, ethnic makeup of your community.

Class Implications

1. Do not be afraid to situate and name the class implications of the article
 - a. What assumptions are held about class, education?
 - i. E.g., I am writing this for the middle class educated person who grew up in a two-parent household, intact, with 1-3 siblings.
 1. Possible assumptions: homeowners, generational college graduates, skilled labor force, English as a first language families only have middle class status
 - ii. Are the suggestions I provided relevant across class realities/barriers?
 1. E.g.: All congregations can implement greener practices, such as, putting on a green roof, solar panels, community gardens or composting program, only sourcing your food for community meals from organic providers.



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Imagery

1. What images come to mind that you think would represent or correlate with the theme of your article?
 - a. How would an image provide framing for the context of your article? How would the images resonate with the readers?
 - b. Would the image(s) you think of have a different reception or evoke different feelings across cultural and socioeconomic lines? Do they convey a message that isolates certain people from connecting to your article?
 - c. Does the image(s) you suggest accurately depict yourself, context, and the content?
 - d. Who or what is being centered in the image(s)?

General considerations before submission

- Does my language exclude a group?
- Did I explain my context?
- Did I ask someone from a different context to review my article *and* incorporate any feedback?
- Who benefits from reading this article?
- Who do I want to benefit from this article?
- Am I only speaking about what I know rather than what I *think* I know?
- Whose words and stories am I using? Did I get permission?