

5 STEPS FOR INSTITUTIONAL REDESIGN A MANIFESTO

THE GRAMMAR OF SOCIAL DEATH | From Witnessing to Redesign

1 PRESUME CREDIBILITY

Shift the default from suspicion to belief in complaints and HR processes. Audit where doubt is institutionalised.



2 ARCHIVE COUNTER-NARRATIVES

Collect testimony and creative responses to Afriphobia. Use these alongside formal data in policy reviews

3 REFORM ACCOUNTABILITY

Identify how your systems replicate the four operations of BLACKOUT. Introduce narrative-based, trauma-informed reporting.



4 RESOURCE HEALING

Fund and protect Black-women-led spaces for collective care. These are foundational, not optional extras.



5 EDUCATE ON THE FOUNDATION

Move beyond "unconscious bias" to teach the reality of social death and misogynoir. Use art and testimony as core texts.