

SIX-PART CYCLE EXPLAINER

PURPOSE

To outline the Six-Part Cycle, a recurring pattern in which harm to FBAs is recreated through identity dilution, aggregated data, and broad racial frameworks. Naming the cycle interrupts the pattern and protects lineage-specific repair.

WHAT THIS TOOL DOES

- Defines the Six-Part Cycle as a structural pattern
 - Identifies where harm, drift, or redirection is occurring
 - Prevents misclassification and category expansion
 - Protects lineage-specific programs from being absorbed into broad racial labels
 - Guides institutions in evaluating policy, funding, and reporting accuracy
 - Supports Restoration Zone enforcement
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THE SIX STAGES

Harm → Partial Repair → Category Expansion → Immigration Shift → Redirection → Rollback

1. Harm

Policies create targeted exclusion, dispossession, or deprivation of FBAs.

2. Partial Repair

Limited reforms acknowledge harm but stop short of transferring power or resources.

3. Category Expansion

FBA-specific measures widen into “minority,” “Black,” or “POC” categories.

4. Immigration Shift

Voluntary-arrival groups enter expanded categories, reshaping outcomes and reporting.

5. Redirection

Benefits, representation, and funding flow to groups better positioned within the broad category.

6. Rollback

Systems weaken or eliminate even the limited gains once redirection is normalized.

STRUCTURAL STANDARDS

Use:

- lineage-specific analysis
 - structural harm language
 - category drift indicators
 - policy design terms (redirection, expansion, rollback)
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Do Not Use:

- aggregated racial data as proof of progress
 - cultural or behavioral explanations for structural harm
 - “minority,” “POC,” or “Black” as substitutes for FBA lineage
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PROHIBITED PRACTICES

Institutions **may not**:

- present aggregated “Black” data when reporting on FBA outcomes
- classify voluntary-arrival groups under FBA-specific harms
- redirect FBA repair to general diversity or equity initiatives
- collapse lineage-specific programs into broad racial frameworks

These practices constitute misclassification and violate USBA alignment standards.

APPLICATION REQUIREMENTS

All institutions, partners, and creators must:

- document which stage of the Cycle applies when designing or assessing policy
- disaggregate all data by lineage before applying Cycle analysis

- demonstrate safeguards against drift, expansion, and redirection
- ensure Restoration Zones are insulated from stages 3–6

No program may be described as “FBA-centered” without meeting these requirements.

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