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What system do you
want to be a part of?

One that:

- Separates Black and brown children from their families, communities and cultures by the thousands each year?
- Keeps them separated for years?
- Free them for adoption?
- Never gets them adopted?
- Never achieves permanency for them?
- Allows them “to age out” without a permanent, loving connection?

OR.....

One that:

- Centers and honors fairness, justice and cultural humility?
- Nurtures psychological well-being?
- Makes family separation the last, not first action?
- Infuses family perspectives at all levels?
- Challenges false narratives about families?
- Is held accountable for higher standards of practice and decision-making?
- Is driven by values. Not assumptions, biases and discrimination?

How do we achieve the latter?

- Justice-Centered-Exhaustive-Efforts
 - Becoming aware of the problem
 - Know the foundations (history) of the problem
 - Understanding your relationship to the problem (in the context of self, family and community)
 - To be clear about what you're saying YES to
 - Develop multiple options
 - Evaluate, measure and learn
 - Refuse the urge to stop before the best outcome is achieved for the family. Not the court!

Racial justice is not only a value and desired outcome, but a process of intentional action to:

IDEALISM VERSUS REALISM

1. Eliminate systemic barriers that have produced historical and contemporary inequities based on race.
2. Focus on the distribution of resources and access to opportunity to members of the groups that have experienced systemic and institutional discrimination and oppression.
3. Create new systems, policies, and practices that institutionalize equity, accountability, and authentic community/family engagement to support sustainable, transformational (*reinvention of self and system*) change.
4. Disaggregate data extracted from child and family serving systems to determine our collective progress toward race equity.

Shifting Power

Guiding Principles

Personal & Collective Growth through Learning

Monthly Readings on Systems of Racial Oppression

Quarterly Racial Justice Learning Inquiry

Courageous Community Partnerships

Vet all Ideas and Strategies by Community Members

Develop Relationships with People most Harmed and/or Affected by the System

Intentional Power Sharing

Commitment to Social Justice Process Norms

Truth Telling

Take Inventory of Personal Vulnerabilities Strengths, and Needs from the Group

Creativity & Design

Disaggregate Data

Collect Iterative Feedback from Staff & Families

Confronting Race, Racism, Power & Advantage

Examine Every Decision Point of Systems

Determine Entry Points & Elasticity for Change

Ongoing Activities



Moving Toward Racial Justice with Community



You Know Better



Do Better



Be Better