

Racial Equity Principles

This document contains racial equity principles from various organizations located in different places around NC. On this document, you will also find the summary of the purpose of each organization and what they are doing as a whole.

1. Baltimore Racial Justice Action

Summary: This organization organizes various events monthly that provides sources that contain information to the entire Baltimore community. They aim to inspire learning, action, inspire continuous dialogue, challenge white supremacist, connection to achieve racial equity and culture in Baltimore and Maryland.

- Our focus is on achieving racial equity, addressing the dynamics of internalized oppression, & working toward a just environment in which all groups have access & opportunity.
- All forms of oppression are connected & it is not useful to create a “hierarchy” of oppression.
- Structural racism routinely advantages white people in all sectors of society including: educational & cultural practices, institutional policies, historical events, & interpersonal dynamics.
- Because white people continue to receive daily benefits from racism, they need to take responsibility for educating themselves & other white people to understand their privilege.
- We believe an understanding of the Black-White dynamics that began with enslavement of Africans, & the history of resistance by peoples of color & white people are essential to an analysis of current structural racism in the United States.
- Structural racism is supported by individual actions. It is impossible to remove ourselves from the racist system & be "nonracist." We either actively participate in, passively accept, or actively oppose racism through individual actions &/or through collusion with systems & structures that centralize a “whiteness norm.”
- The world view of people of color, including perspectives, experiences, & analysis, is central to our understanding of both racism and equity. We believe in allowing for separate space for people of color (BACOE – Baltimore Activists of Color Organized for Equity) & white people (WARN – White Anti-Racism Network) to authentically address & discuss impacts and power dynamics of racism.

2. Boston Public Health Commission Organizational Identity Statement

Summary: This organization observes how certain factors a strong predictor of health and well-being. They are observing how those factors contribute to health inequalities and how important it is to understand how experiences within the individual and community differs by race.

- BPHC is committed to the following principles:
- Promote the fair treatment of all people.
- Ensure internal policies, procedures, and practices are fair and equitable.
- Continually strive to improve public policies, systems, and environments that influence social conditions.

- Foster mutual respect, transparency, and accountability with colleagues, residents, coalitions, and other partners.
- Strengthen community capacity and uplift community voices.
- Use the best available scientific evidence to inform the Commission’s work.
- Provide culturally and linguistically appropriate services to people from all backgrounds.
- Ensure effective communication and coordination with other city agencies, community-based organizations, residents, and other partners.

3. The Praxis Project:

Summary: This organization collaborates with tribal, national, regional, local and state partners to achieve justice in health for all communities. They support policy advocacy and local organizing as part of a strategy which is comprehensive.

When using a racial equity lens, we must exercise critical judgment before acting. Key principles of critical judgment that we seek to embody:

- I will take responsibility for what I don’t directly control – structural racism, systemic oppression, and all forms of bias – and attempt to influence transformative change within seemingly entrenched systems.
- I will act within my ‘zone of proximal development’ or stretch zone, to model the types of discourse and decisions that I want adults to enact with young people. I understand that positive behavior and modeling have a reproductive effect and thus hold every moment with partners as sacred and teachable.
- I will rigorously and flexibly apply my racial equity lens to assess the current culture, conditions, and competencies needed to best serve children, families and early learning professionals.
- I will engage in a cycle of action and reflection, what Paulo Freire called praxis, that allows me to learn from both successes and failures.
- I will set personal learning goals that bring into high relief my growth areas while committing to continuous professional development that cultivates my will, skill, knowledge, capacity and emotional intelligence.

4. The Department of Education: Recognizing the historic systemic racism in the education system and society, the Department of Education is committed to

- The elimination of systemic racism in the education system, thus contributing to the elimination of racism in public institutions and society.
- the recognition, respect, and affirmation of the racial and ethnocultural diversity of Nova Scotia.
- the advancement of racial equity in the education system through its structures of governance, employment, and practices.
- the support of learning environments that affirm a learner’s inherent right to dignity, security, and self-worth.
- the provision of programs and services that affirm and advance racial equity for all learners • the advancement of racial equity with partners in the education system and the community at large.
- developing and promoting understanding and harmony among and between staff, students, and previously identified groups.

- providing and promoting anti-racism and race relations, cross cultural understanding, and human rights education within its school system.

5. Alliance for Strong Families and Communities:

Summary: This organization work with other committed social sectors leaders to help Alliance for Strong Families and Communities to have more of a positive impact on their community. This organization allows for individuals to learn and create new solutions for society's toughest problems and aggregates the best sector of knowledge.

The Alliance network is committed to sustained actions over time to advance equity in our society and systems, beginning with the social sector in which we operate. Our work to advance equity will be guided by the following principles:

- Equity is a basic human right; everyone benefits from equity
- Action is a proactive strategy and response to hate; we are willing to challenge injustice and untruths at play in society today
- The system we operate in contributes to inequity; we strive to understand the role our system plays in perpetuating oppression, and to address the dynamics that support it
- We value and engage all voices in this conversation. We are especially committed to incorporating and elevating the voice of lived experience

6. W.K. Kellogg Foundation:

Summary: Their belief for this organization is that all children should have an equal opportunity to thrive. They work with communities to create better conditions for children that are vulnerable, so they can realize their full potential in work, life and school.

Supporting the creation and maintenance of a sustainable public system of accountability for progress including a communications and media infrastructure. Supporting and expanding the capacity of community-based efforts. Intensifying action-oriented research and analysis. Strengthening advocacy for both policy and systems change.

7. The Opportunity Agenda:

Summary: This organization have set 10 principles on how to facilitate productively by communication or having a discussion with others on racial justice problems and solutions. They are trying to reach leaders who influence public debate in the U.S and they have discussion often on socioeconomic inequality but often to the exclusion of racial injustice.

Lead with shared values: Opportunity and the Common Good. Show that it's *about all of us*. Over-document the barriers to equal opportunity—especially racial bias. Acknowledge the progress we've made. Present data on racial disparities through a contribution model instead of just a deficit model. Be thematic instead of episodic: Select stories that demonstrate institutional or systemic causes over stories that highlight individual action. Compelling human stories can inspire action and capture the attention of reporters, lawmakers, and other audiences. Carefully select vehicles and audiences to tell the story of contemporary discrimination. Modern discrimination still includes some old-school bigotry, but more frequently it involves nuanced and less visible forms, such

as covert, implicit, and structural bias, and the continuing effects of past discrimination. Be rigorously solution-oriented. Link racial justice solutions with broader efforts to expand opportunity. Use Opportunity as a bridge, not a bypass.

8. Racial Equity Tool:

Summary: This is a toolkit for using racial equity established by GARE which is a national network of government working together to achieve racial equity and advanced opportunities for all. This toolkit was designed to incorporate explicit consideration of racial equity in decisions including practices, policies, programs and budgets.

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9. Child haven:

Summary: This organization creates programs and policies that are educated by and prioritized in response to perspectives, experiences and needs of families and children of color. They are taking the time out to strategically choose an organization to look at all forms of oppression through racial equity lens to ensure their program doesn’t leave anyone behind.

- Recognizing power: Analyzing systematic racism at Child haven (being mindful of representation) understanding privileges that you did not earn, realizing there are barriers people do not deserve.
- Cultural humility: Being aware of and open-minded about other cultures, values, belief systems and eliminating ethnocentric ideologies.
- Accountability: Be responsible to our clients, co-workers, selves and community for accurately reflecting our racial equity values, through acknowledging privilege and guilt, having courage and evolving awareness.’

10. Center for Urban and Racial Equity:

Summary: They want to create an inclusive world were outcomes are not predicted by race or ethnicity and where professions on different levels work together to ensure the conditions for health, economic, security and civic engagement are present for all people. They want to do this by eliminating systemic barriers, target the distribution of resources and create new systems, policies and practices that support sustainability and institutionalize equity and transformation of change.



The following six principles guide our approach to racial equity:

- **Systems Analysis:** Understanding history, the distribution of power and resources, and the policies, systems and practices that create and perpetuate inequities is key to addressing the web of interconnected issues that inhibit people and communities of color from reaching their fullest potential.
- **Social Justice:** Because racial inequities are rooted in policies and systems that unjustly disadvantage black people and other people of color, solutions to these challenges must be grounded in a commitment to shifting power imbalances and advancing social justice.
- **Inclusion & Community Voice:** An equity-oriented approach centers and actively seeks inclusion of people of color in the process of identifying challenges and shaping solutions that will affect their lives and communities.
- **Naming and Confronting Racism:** Deliberate and focused attention on the various manifestations of racism—interpersonal, cultural, institutional and structural—is needed to transform the policies, systems and practices that produce unfair outcomes across race and ethnicity.
- **Intersectionality:** Recognition of the ways that sexism, classism, homophobia, nativism, and other forms of discrimination and exclusion intersect with race contributes to a fuller analysis of racial inequities and better targeted strategies to address them.
- **Sustained Commitment:** A commitment to long-term, sustained investment in time, resources and people is required of governments, institutions and organizations that aspire to make equity real internally and throughout society.