

“How can we protect kids from the harm that **racism** causes?”

**Start** by taking a stand against hate and discrimination.

**Make it clear that you believe that racism is wrong, and is a problem.**

Center practices that respect and celebrate Black, Indigenous, Asian Pacific Islander and Latinx (BIPOC) people as a powerful counter to systemic racism.

**You can demonstrate your racial justice values even if you personally know very little about racial injustice.** Young BIPOC leaders are re-shaping policy, culture, and our government. Be willing to learn. Ask, be curious, listen. Shift your language and practices.

**Review your curriculum with an eye for racism.** What authors, artists, thinkers, social workers, or psychologists are central to the values, interventions, and learning modules that form the core of your program? Is the curriculum white-dominated? If so, advocate for racial equity.

**BIPOC kids may not want to talk about racial identity or racism because of traumatic experiences of racist violence.** Most young BIPOC people have ingested a high level of terroristic, racist violence first-hand or online. Don't force participation in conversations about racism. Observe, listen, be responsive.

**Have a list of BIPOC-led, trauma-informed programs and therapeutic resources on hand.\*** Our kids are struggling. All programs should have a list of BIPOC-led, healing resources that are grassroots and community-based — not only programs that have a law enforcement connection.

**Racial Equity Communication DOs and DON'Ts†**

**Do** become a resource to BIPOC youth who need mentors and support. **Don't** force a child to share experiences of racism for the “education” of others.

† For more communication DOs and DON'Ts, visit [pastart.org/racial-equity](http://pastart.org/racial-equity)

**Now That You Know, Where Do You Start?**

Learning these facts is important. But it's just as crucial to create a plan for an open dialogue and to be mindful of engaging kids with respect. Positive role modeling, compassion and the truth will go a long way to help you start communicating effectively.

**Use the following steps and resources to start your own Communication Action Plan.** ▶



**Fast Facts**

- Teens of color are put into policing and surveillance systems at 3x the rate of their white peers with comparable challenges.\*
- BIPOC teens in children and youth services programs experience punitive and negative outcomes at much higher rates than their white peers in these systems.\*
- As a result of the daily onslaught of microaggressions, African American college students experience more depression, self-doubt, frustration, and isolation than their white peers, resulting in a negative impact on their educational success.\*
- Having even one BIPOC mentor can have a life-altering impact on BIPOC teens.\*



# Start Here:



## Tips For Success

- Name racism as the problem. Not “race.”
- When attempting to de-escalate conflict involving BIPOC program members, never threaten the involvement of police or other authorities to coerce compliance.
- Solve issues with resources and support, not punishment and isolation.
- Advocate for racial equity in hiring and among the leadership of your program.
- Ensure that BIPOC teens meet BIPOC leaders.
- Always disrupt racist language and behavior in your programs.
- Address racist language and behaviors with the same seriousness you address sexism, ableism, queer and transphobias, religious bigotry, fatism, and other forms of violence in your program.

## 1 If You Can't Figure Out How to Talk About Racism and Racial Justice: Educate Yourself

- There are so many resources online,\* you can educate yourself privately.
- There are racial justice projects and learning groups you can join.

## 2 If Someone in Your Program is Struggling Due to Racism or Exposure to Racist Violence, Create Openings for a Conversation: Look for Your Moment.

- Refer to BIPOC-led justice activism or high achieving role models.
- Provide books that feature BIPOC characters or issues.
- Invite BIPOC peers to your program and have fun conversations about their amazing lives.
- Invite diverse racial justice activists to your program to demonstrate how all of us can collaborate effectively to dismantle systemic racism and counter white privilege.

## 3 You've Set the Stage: Now What?

- Share a story about a new commitment you have made or a new learning you are pursuing to challenge yourself and fight racial injustice.
- Create opportunities for your kids to consider how they fit into the fight for racial justice.

## 4 Moving Forward: Don't Stop!

- Get ready to learn about BIPOC culture and community among your kids.



Taking a stand against racism isn't always as cut and dried as it seems, but help is out there and available to you. Resources and more are available on the [PAStart.org/Racial-Equity](https://pastart.org/racial-equity). Use our collection of links, videos and tools to create a strategy that will engage and empower you. They're all designed to help you get started.



\* For an expanded set of additional resources, all data citations and bonus interactive materials, click on the QR code above or visit [pastart.org/racial-equity](https://pastart.org/racial-equity)

## Learn More. PAStart.org

 Commonwealth Prevention Alliance

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