



# Welcome!

Racial & Social Justice



**TRAINING & CONSULTING SERVICES**  
BY YOUTH LEADERSHIP INSTITUTE



**YOUTH LEADERSHIP INSTITUTE**  
Use Your Voice





We want to acknowledge that we are on the traditional territory of many Indigenous Nations.

Native Land brings about discussions of colonization, land rights, language, and Indigenous history tied to our personal histories.

Looking at the land from an Indigenous perspective means acknowledging that the land is a living being - this understanding both gives us insight into and increases our awareness of how we treat and interact with the land.

***via Native-Land.ca***

*We invite each of you to share the land you are currently on in the chat.*

Our Offices:

Marin - **Me-Wuk (Coast Miwok) Land**

San Francisco & San Mateo - **Muwekma, Ohlone, & Ramaytush Land**

Merced, Madera, & Fresno - **Yokuts Land**

Long Beach - **Tongva (Gabrieleno) Land**

Eastern Coachella Valley - **Cahuilla Land**



# Youth Leadership Institute

Young people – particularly youth of color and their allies – are deeply motivated to address inequities in their communities.

At Youth Leadership Institute, young people realize their power by learning to use their voices to create meaningful change.

Learn more at [yli.org](http://yli.org).





# MEET OUR TEAM



**Patty Barahona**  
Chief Executive Officer



**Montzerrat Garcia Bedolla**  
Southern CA Director



**Wendy Pacheco**  
Trainer & Consultant



**Yante Turner**  
Trainer & Consultant



**Elaine Aguilar**  
Executive Assistant



**Kody Stoebig**  
Communications Manager



# Introductions

In the chat please share your:

- Name & Pronouns
- What org you're representing today





## Zoom Reminders

WE INVITE YOU TO RENAME  
YOURSELF USING YOUR NAME,  
PRONOUNS, AND ORG

PLEASE STAY ON MUTE DURING  
THE TRAINING UNLESS YOU HAVE  
A QUESTION OR COMMENT

WE'LL MONITOR THE CHAT IF YOU  
WANT TO DROP IN ANY QUESTIONS

WE'LL UTILIZE THE REACTION  
BUTTONS THROUGHOUT,  
ESPECIALLY THE THUMBS UP/DOWN





# Community Agreements

INTENT VS IMPACT

TAKE CARE OF YOURSELF

MUTE WHEN YOU'RE NOT  
SPEAKING

EMBRACE THE AWKWARDNESS

BE PRESENT TO LISTEN AND  
LEARN

TAKE SPACE, MAKE SPACE

HAVE FUN!

USE "I" STATEMENTS

EMBRACE NUANCE







# Today we will...

1. Learn about the racial and social justice and the intersection with youth development
2. Practice addressing systemic racism through a public health lens
3. Reflect on your current work and how you can view your campaigns through a systemic








# Mentimeter

- How comfortable do I feel talking about racial/social justice?
- How comfortable do I talk about racial/social justice with your youth group?
- How comfortable do I feel talking about racial/social justice with my coworkers or community members?







First, we want to start with a set of key definitions that can help us have a shared understanding of race, racism, systems of oppressions, power, privilege, and intersectionality



First let's start with **Race**

*We're offering a multi-layered definition to understand that:*

1. Race is defined as a set of physical characteristics, most notably the color of someone's skin, that is used to divide people into various groups based on those characteristics.
2. Race is a made-up social construct, and not a biological fact. For many centuries race has been used as a tool for white supremacy in this way.
3. Race designations have changed over time. The "white" categorization in the US Census throughout the years has included many different cultures that once didn't belong, and now do. That happened with Mexicans after the US got Mexico, for example.
4. The ways that racial categorizations are enforced has also changed. Who is considered white has been on and off for the past years, such as Asian Americans and Pacific Islanders have been whites at different times in history to compete with African American Labor.





Next, let's talk about

## **Prejudice & Stereotypes**

**Stereotypes** can be positive or negative, conscious and unconscious inferences about a social group

**Prejudice** is unjustifiable and negative attitudes toward an individual or group based on reinforced misinformation about a social group. Prejudice is cultivated by stereotypes





When opinions, judgments, or beliefs are meant to create racial differences, we continue to perpetuate racism at the individual and internalized level. This can be a form of unconscious bias - and doesn't always present itself in ways that are most commonly recognized as racist or violent.

- One example that comes to mind is the use of the term “crackhead” to describe someone who is in active addiction.
- Check-in: What is coming up for folks at this moment? Take a moment to scan your body and either jot down or share in the chat.





Now let's define **racism**.

This is also a multi-definition concept because it involves one group having the power to carry out systematic discrimination through the institutional policies and practices of the society, thus shaping cultural beliefs and values that uphold and perpetuate racism as a system of oppression

In order to understand the racism as a system we must also understand **anti-blackness**





# THE FALSE NARRATIVES

*intelligence*  
*worth*  
*dignity*  
*humanity*





# Anti-Blackness & Race

Whats something you learned from the video?  
How does Anti-Blackness relate to Anti-Racism work?

*ANTI-BLACKNESS AND COLORISM ARE GLOBAL ISSUES  
STEREOTYPES, MICROAGGRESSIONS AND VIOLENCE PERPETUATE ANTI-BLACKNESS*



## Learn To identify Anti-Blackness & Intervene:

- Understand how anti-Blackness shows up throughout the workplace
- Ask yourself questions like:
  - "Where did I get this perspective about this person from?"
- Intervene when you see racist things happening.





## Understand that anti-blackness is in *everything*

- Black people are 4x likely to be incarcerated than white folks for a non-violent offenses
- Black students are more likely to have student loan debt due to the racial wealth gap and structural discrimination
- Black people are more likely to be unemployed and homeless than all other racial minority groups





**Oppression** is a violent exercise of power that creates hierarchies of access on multiple levels.

In the context of race, the hierarchy was created based on a person's skin color.

A **system of oppression** at its core is the idea that one group is somehow better than another, and in some measure has the right to control the other group.

### The 4 i's:

- Internalized Oppression
- Interpersonal Oppression
- Institutional Oppression
- Ideological Oppression





# Microaggressions

**Microaggressions** are a subtle verbal or nonverbal behavior, committed consciously or not, that is directed at a member of a marginalized group, and has a harmful, derogatory effect

Workplace microaggressions are subtle behaviors that affect members of marginalized groups in inherently harmful ways

Usually people with power use microaggressions as a way to belittle, devalue, and harm others

**"I don't see color"**

**"Your hair is different every day!"  
\*moves in to touch\***

**There are no Black and/or brown high level staff or support for Black and brown staff on site**

**"You're not like the other black/brown people here"**



## Micro-Invalidations

A micro-invalidation is a comment or action that dismisses the experiences of historically disadvantaged group members

## Micro-Insults

A micro-insult is a comment that communicates that the demographic group is not respected, but the target is seen as an exception to the stereotype

## Micro-Assaults

A micro-assault is a type of overt discrimination or criticism that is done intentionally to discredit a marginalized group





Take a moment to consider the following steps if you're being targeted:

- Seeking support from trusted peers and loved ones.
- Recognizing your own value and potential by not letting anyone else set the standard for who you are as a person.
- Addressing the situation head-on by confronting your aggressor.
- Going to HR to document the issue and ask for assistance

Micro aggressions perpetuate the systems that continually harms marginalized bodies

It is our duty as people in leadership to dispel micro-aggressions when they come up and set an organizational culture that acts against micro-aggressions and racism



*In leadership what are some ways to counteract micro aggressions/harm in the work place?*



**Health equity** is achieved when every person has the opportunity to “attain his or her full health potential” and no one is “disadvantaged from achieving this potential because of social position or other socially determined circumstances.” Health inequities are reflected in differences in length of life; quality of life; rates of disease, disability, and death; severity of disease; and access to treatment.





To reiterate, racism is a system of oppression that can operate at the internalized, interpersonal, and institutionalized level.

Racist policies and practices at the institutional level can look like denial of health and housing resources such as redlining that still today creates wealth inequities, criminalization and policing, and hiring discrimination.

At the interpersonal and internalized level, racist cultural beliefs and values can manifest as white savior complex, respectability politics, imposter syndrome, and tokenism.





# Wheel of Power & Privilege

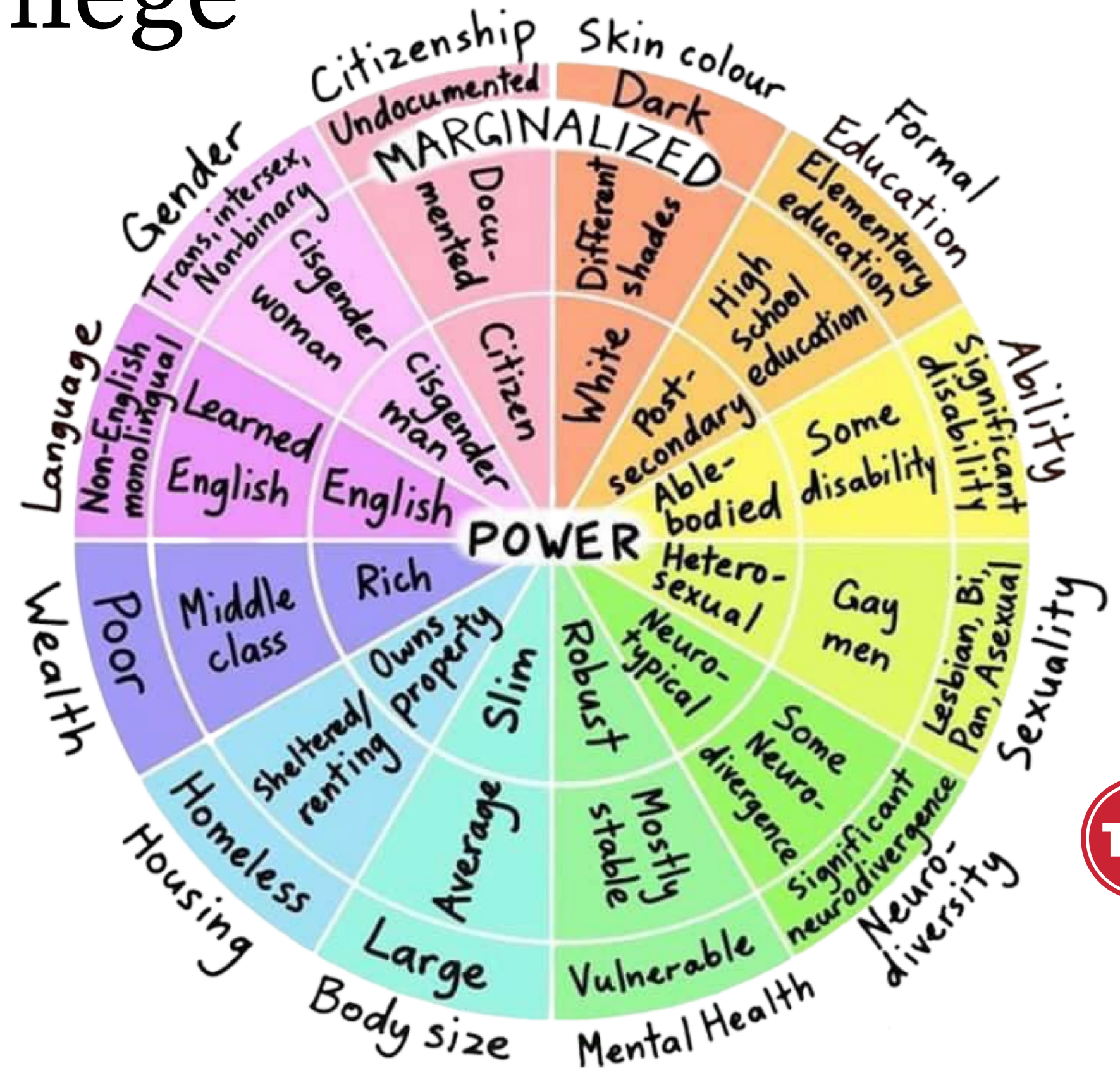
Defining power in relationship with privilege

**Power** is the capacity to exercise control over others, emotionally, physically, mentally, financially, institutionally, etc.

**Privilege** is when one group has something of value that is denied to others simply because of group membership and can be an unearned advantage

We all hold power and privilege in different parts of our identities, and that is important to acknowledge and what we mean when we have to recognize our positionality. Where you stand with the identities that you hold makes a difference

Power manifests and continues to function through the **system of oppression**





# Recognize Your Positionality

**POWER** is the ability or official authority to decide what is best for others. The ability to decide who will have access to resources. The capacity to **exercise control over** others.

**PRIVILEGE** is when one group has something of value that is denied to others simply because of group membership. Privilege can be an unearned advantage.

Groups <i>with</i> Societal Power	Systems of Oppression	Groups <i>without</i> Societal Power
Cisgender men		Cisgender women, transgender, nonbinary, gender nonconforming and intersex people
White people		Black, Indigenous and other people of color
Upper/middle class and rich		Poor and working class people
Adults		Youth and elders
Heterosexual people		Queer, lesbian, gay, bisexual, and other non-heterosexual people
Able-bodied/able-minded people		People with disabilities/disabled people
Cisgender people		Transgender people
U.S.-born and U.S. citizens		Immigrants, undocumented people
People who fit beauty standards		People who don't fit beauty standards
Christians		People who aren't Christians (Muslims, Jews, Atheists, etc)
"First World" Countries & Global North		"3rd World Countries," Global South, Indigenous groups, people living under occupation



# Intersectionality Chart Activity

- As a group, we are going to collectively name some of the systems of oppression that exist
- This is a jumping off point to have conversations about our own positionality and relationship to systems of power and oppression
- After completing the second column as a group, everyone will individually fill out the last column in their own document
- Your document is yours; feel free to make edits/additions/comments





“Intersectionality is simply a prism to see the interactive effects of various forms of discrimination and disempowerment. It looks at the way that racism, many times, interacts with patriarchy, heterosexism, classism, xenophobia — seeing that the overlapping vulnerabilities created by these systems actually create specific kinds of challenges.”

Kimberlé Crenshaw

Professor of Law at UCLA and Columbia Law





# Intersectionality Cont'd

Concept developed by Kimberlé Crenshaw in order to describe the complex and simultaneous interactions among and within identity categories. This concept describes **identities as interrelated**, not additive, and so they cannot be separated or ignored.

**Intersectionality** holds that the classical conceptualizations of oppression within society, such as racism, sexism, homophobia, and religion-based bigotry, **do not act independently of one another**; instead, these forms of oppression interrelate, **creating systems of oppressions** that reflects the **"intersection" of multiple forms of discrimination.**





“There is no such thing as single issue struggle because we do not live single-issue lives.”

Audre Lorde







5 Minute Break



# How Racial & Social Justice Intersects With Youth Development

- understanding the intersection between racism and youth development requires us to remember that the environment that youth live in is inclusive of the social determinants of health
- one way or another, your program is aiming to better a social determinant of health to increase health outcomes
- whether it is the Social & Community Context, Health Care Access & Quality, or Neighborhood & Built Environment
- we are all working under a public health lens.





# Positive Youth Development

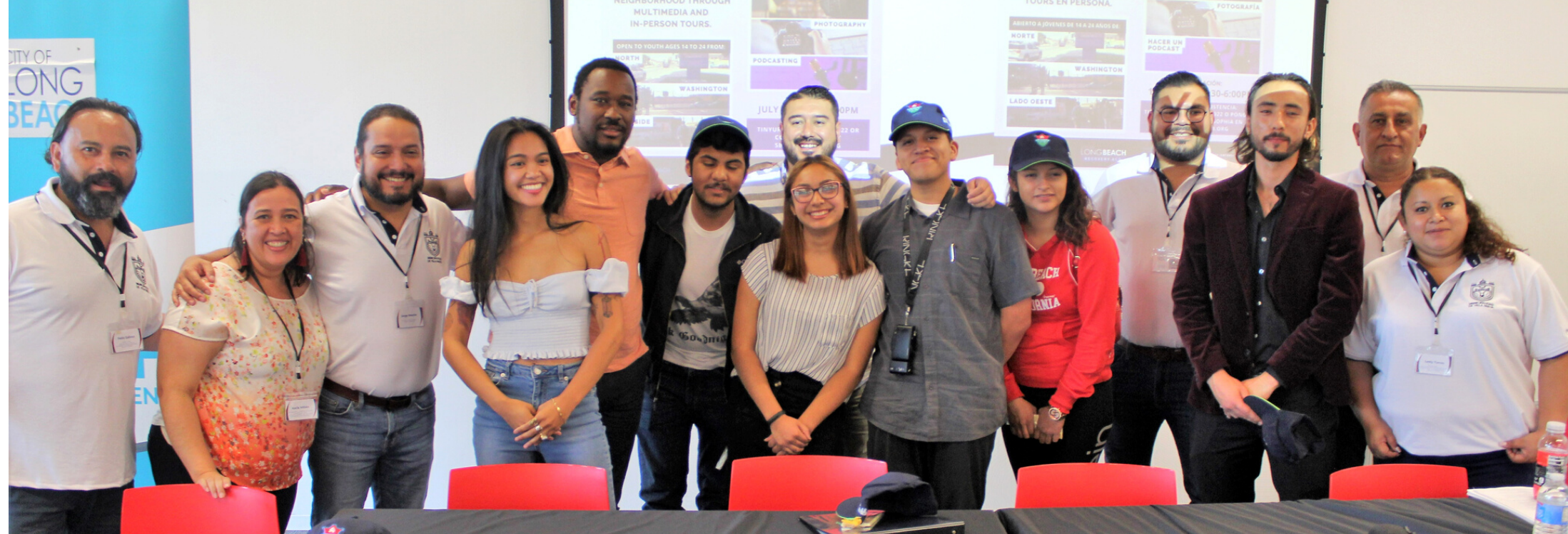
The ongoing process in which young people are engaged in building the skills, attitudes, knowledge, and experiences that prepare them for the present and the future





## YOUTH DEVELOPMENT STANDARDS OF PRACTICE

The Youth Leadership Institute stakeholders agreed upon a set of process outcomes that, in addition to being achievable and measurable, are informed by current research and youth development theory. These process outcomes articulate a set of standards for a quality program setting, one that facilitates positive youth development. In other words, they describe the types of supports and opportunities that address the basic needs of youth and that research has linked to longer-term developmental outcomes. YLI has designed an evaluation process that measures the kinds of experiences young people are having in a program, which reflects the extent to which a program setting is utilizing these practices, and achieving the process outcomes. We describe them in this way -- youth in our programs will experience the following:



### A SAFE ENVIRONMENT

- Physical Safety
- Emotional Safety

### OPPORTUNITIES FOR COMMUNITY ENGAGEMENT

- Knowledge of Community
- Interaction / Interface with the Community
- Communication with the Community
- Contribution to the Community

### OPPORTUNITIES FOR LEADERSHIP & ADVOCACY

- Decision-Making and Governance
- Youth Voice
- Action

### OPPORTUNITIES TO DEVELOP HEALTHY PERSONAL ATTITUDES & BEHAVIOR

- Alcohol, Tobacco, and Other Drugs (ATOD)
- Violence Prevention
- Academic Completion / Fostering Learning

### OPPORTUNITIES TO BUILD CARING, MEANINGFUL RELATIONSHIPS WITH PEERS & ADULTS

- Peer Knowledge
- Adult Knowledge / Guidance
- Emotional Support
- Practical Support
- Sense of Belonging

### OPPORTUNITIES TO ENGAGE IN INTERESTING & RELEVANT SKILL DEVELOPMENT ACTIVITIES

- Peer Knowledge
- Adult Knowledge / Guidance
- Emotional Support
- Practical Support
- Sense of Belonging





Youth Development With A Structural Racism Framework:  
Some Common Features

	TRADITIONAL YOUTH DEVELOPMENT	YOUTH DEVELOPMENT WITH A STRUCTURAL RACISM FRAMEWORK
ANALYSIS OF RACISM	Racism treated as either a minor or immutable factor in the development of youth, or ignored all together	Racism recognized as an important factor influencing the life chances of youth and addressed explicitly and intentionally in most aspects of program work
YOUTH ENGAGEMENT	Focus on individual achievement and success, typically ignoring structural forces	Focuses on examining youth experience and emotion in context of radicalized structures of power
ACTION	Offers few action opportunities for youth or builds those opportunities around volunteerism and community service	Offers opportunities for collective action responses to individual problems and leadership roles for youth
ORGANIZATIONAL DEVELOPMENT	No explicit political analysis of racism; organizational self perception as "race neutral"	Organization prioritizes a shared anti-racist political analysis that influences program development and implementation

Our work with young people must include **the consistent ability to see the nexus of positive youth development, social justice, and structural racism.**

We know that today is just the start of this conversation and we'd like to focus on the overlap of **youth development** structural racism and **social justice** to guide our local work across the state of California and to address the impacts of the War on Drugs in our communities.





Youth Development With A Structural Racism Framework:  
Some Common Features

	TRADITIONAL YOUTH DEVELOPMENT	YOUTH DEVELOPMENT WITH A STRUCTURAL RACISM FRAMEWORK
ANALYSIS OF RACISM	Racism treated as either a minor or immutable factor in the development of youth, or ignored all together	Racism recognized as an important factor influencing the life chances of youth and addressed explicitly and intentionally in most aspects of program work
YOUTH ENGAGEMENT	Focus on individual achievement and success, typically ignoring structural forces	Focuses on examining youth experience and emotion in context of radicalized structures of power
ACTION	Offers few action opportunities for youth or builds those opportunities around volunteerism and community service	Offers opportunities for collective action responses to individual problems and leadership roles for youth
ORGANIZATIONAL DEVELOPMENT	No explicit political analysis of racism; organizational self perception as "race neutral"	Organization prioritizes a shared anti-racist political analysis that influences program development and implementation

In Break Out Rooms:

1. Come up with **three examples of Traditional YD practices** for each row (Analysis of Racism, Youth Engagement, Action, and Organizational Development).
- These may or may not be micro-aggressions, micro-insults
2. Come up with **three examples of YD practices with a Structural Racism Framework** for each row (Analysis of Racism, Youth Engagement, Action, and Organizational Development).
- Share examples you have done or examples you have imagined/thought of





# Power Sharing Is One Of The Most Effective Ways To Counteract Racism

## What is Power sharing?

Power Sharing is a practice that regulates the distribution of power, wealth and access between divided communities.

### In order to share power leadership must:

- Understand their intersections of oppression and privilege
- Be able to step aside and let other people lead
- Build relationships that are built on trust and transparency

### Powering sharing could look like:

- Leadership stepping back and allowing others to lead in meetings, in programs, etc.
- Dedicate to developing trainings/skills to fight sexism, racism and other -isms for all level staff

What are some other ways we could power share?



# Let's Recap

- Racism is a system of oppression that is embedded in the fabric of our society and directly influences how we do our work in the public health field.
- Anti-racist begins with unlearning the ways we've been conditioned to see people, and understanding our own power and privilege
- There are positive youth development strategies that can help us create anti-racist spaces where youth and folks of color can access the services they need free of discrimination and oppression





# TRAINING EVALUATION







THANK YOU