



CYSA's Anti-Racism and Equity Coalition.”

Supporting Anti-Racist Leaders through:

- **Equitable Reflection**
- **Problem-Solving &**
- **Decision Making**



Time line

- **June 2020:** [CYSA creates anti-racism statement](#)
- **Summer of 2020:** CYSA members formed a committee to begin researching ways in which we could support the CYSA anti-racism statement.
- **Fall 2020:** CYSA Annual Meeting with guest speakers, Dr. Martha C. Brackeen-Harris and Ingrid M. Canady (SERC)
- **Winter/Spring 2021 (Phase 1):** Members form a committee from a variety of sectors to train, reflect and receive education from SERC facilitators
- **Fall 2021:** SERC presented at the CYSA annual conference (virtually)
- **Fall 2021-Spring 2022:** Virtual Anti-racism and Equity 101, 201 and Reflective sessions were offered to YSB employees
- **Fall 2022:** Anticipated Phase 3 to be funded



Goal: To provide professional learning and technical assistance that align with the organizational goals

- 1. Explore tools and practices that counteract racial bias**
- 2. Create a culture that embraces differences and purposely welcomes a diverse workforce and clients**
- 3. Intentionally analyze policies and procedures that routinely produce inequality outcomes for people of color and advantages for whites**
- 4. Build meaningful and sustainable connections with communities of color.**



PHASE 1

The Leadership Team

Lets Start with the Why?

What is your rationale for being apart of the commitment, community building, safe environment to engage in “Courageous Conversations?”



Collective Why Statement

We must take this opportunity to have a lasting impact on our Connecticut youth and families. We, as youth service professionals, have an obligation to do better.

Working together to engage more community professionals will give us the support and strength that we need to accomplish change and stronger advocacy by intentionally disrupting systems of oppression. At a minimum, we will advocate and work towards making significant change. It is time to act, recognize and instill in others the necessity to promote and celebrate the skills, interests, hopes and achievements of Black, Indigenous and People of Color around us.

It is time to review how we can improve policies and procedures in our own Youth Service Organizations in order to achieve equitable change, positive local action and leadership development through, implementation with diverse youth and families across the state.



Topics that have been discussed in Phase 1

- **The Evolving Language of Diversity**
 - **The Current Reality**
 - **Racial consciousness and Equity**
- **Culturally Responsive Programs & Services**



Widen the Screen

Courageous Conversation COMPASS



Moral Beliefs

Intellectualizing

Emotional

Social: the Doing



PHASE 2

Regional Professional Development Sessions

PHASE 3

Capacity Building, Cohort of
Future Facilitators, Regional
Follow-up Sessions



The Intersection of Race and Services

Individual Assessment

1. What do you need to consider about your role with YSB based on your understanding of racism, privilege and other oppression issues.
2. What do you need to consider about work within a YSB based on your different identity groups?
3. What are your strengths working in a YSB?
4. What are your challenges ?
5. What might come up for you in this process?
6. What type of supports do you need in addressing racism, privilege and power issues in the YSB?



The Intersection of Race and Services

Organizational Assessment

1. To what extent are resources aligned with the stated urgency to address current priority to racially equitable outcomes ?
2. Describe the YSB strengths ,commitment and skills to create an equitable, inclusive organization through addressing privilege and power issues.

Constituents

What may need to change internally or externally to increase Youth Services relationship with and perception by constituents.