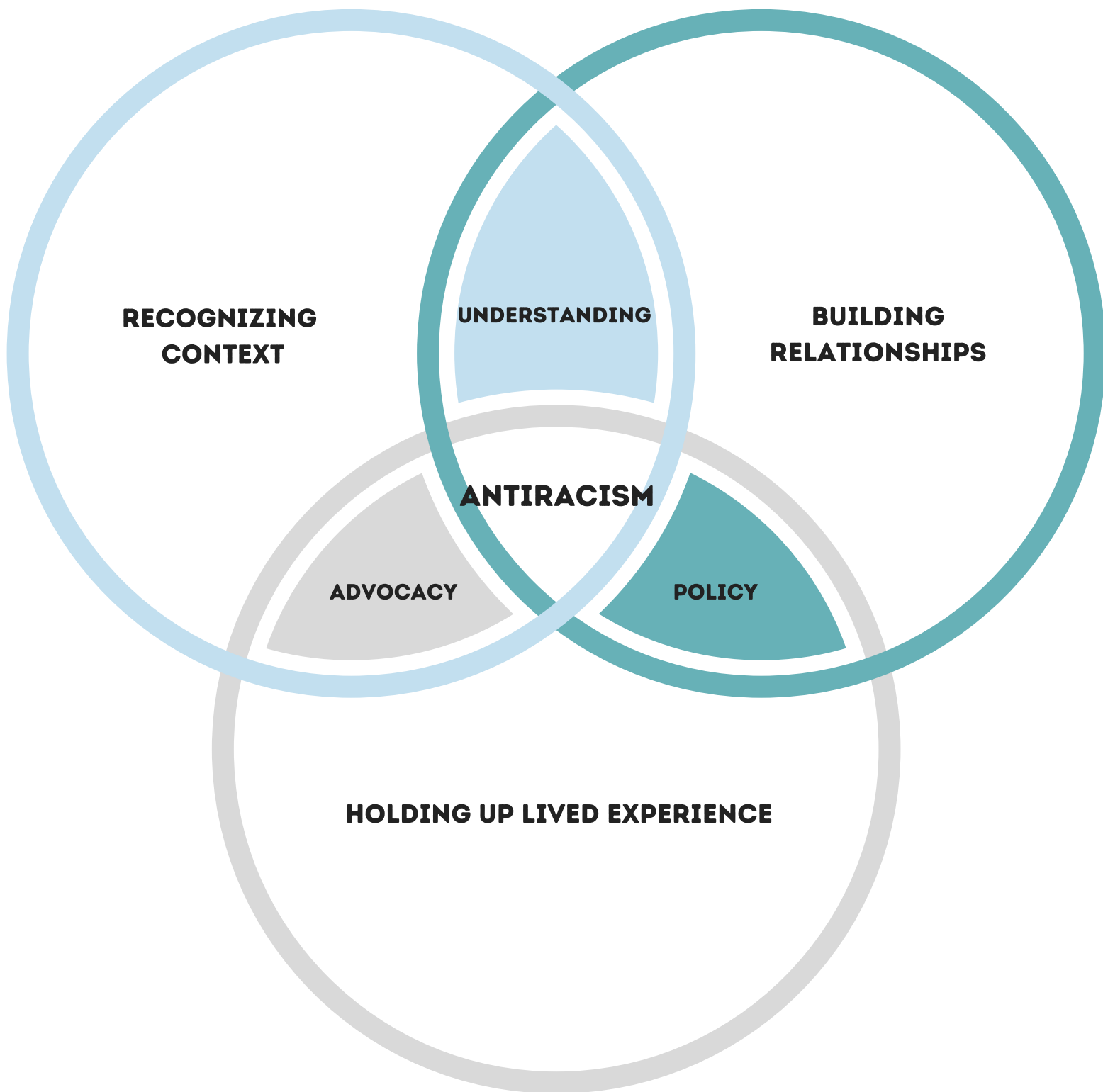


# ANTIRACISM CORE PRINCIPLES



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## Recognizing Context

This principle requires understanding how the past & present connect to your work; thinking about how the natural and human geography shape a place and experiences; recognizing our own implicit biases and "the isms" and the ways they impact our impressions and interactions with others; and understanding the systems in which we operate while actively working to disrupt and change those systems.

**When you combine recognizing context with building relationships, you gain a deeper understanding of yourself and those around you.**

## Building Relationships

Building authentic and lasting relationships with youth, families, and community means practicing cultural humility, prioritizing building trust over getting results, following through on commitments, and holding yourself and others accountable by asking "What can people in power offer of value to those with less power?"

**When you combine building relationships with holding up lived experiences, you gain a greater ability to advocate alongside members of your community.**

## Holding Up Lived Experiences

This means creating spaces for people to tell their stories, believing the stories, and using them as data to inform decision-making. When we do this, we enable others to recognize and appreciate our similarities and differences; we create opportunities for cultivating empathy; and more effectively define justice collaboratively with the community.

**When you combine holding up lived experiences with recognizing context, you gain a stronger foundation for policy change.**