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RACIAL EQUITY AND TRANSFORMATIVE JUSTICE

The challenges LGBTQ youth of color experience today are largely the result of America's long history of structural racism and systemic inequities in concert with heterosexism, transphobia, homophobia, and misogyny. In order to accomplish our core mission and vision, the Ruth Ellis Center dedicates all of our resources and activities to ensuring the human service system works for ALL youth.

We are dedicated to embedding **Racial Equity** and **Transformative Justice** in all of our work with LGBTQ young people; their families, allies and supporters; and with our staff and volunteers.

Racial Equity is the result when you can't predict the outcome by race. For African Americans and other people of color, this can sometimes feel unattainable, but the goal is for individuals to be celebrated for their experiences, talents, skill sets, and diversity and exposed to the same opportunities as white people.

Transformative Justice moves beyond traditional punitive approaches and looks at how conditions, experience and systems shape actions and behavior and seek solutions that heal, transform, and repair those involved and change the situation for the better. This process must include involvement from the surrounding community and ultimately works to improve the lived experience of young people experiencing intersecting oppressions.

Intersectionality looks at the interaction of multiple social identities and how those identities separately and together are subjected to oppression and discrimination.



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RACIAL EQUITY AND TRANSFORMATIVE JUSTICE CONT.

- The voices and lived experiences of LGBTQ young people of color must inform our practices and services, while affirming that everyone has many identities and may experience oppression in a variety of ways.
- We will identify and challenge conscious and unconscious expressions of white superiority, entitlement and the rigid assumptions and expectations embedded in white dominant culture.
- We commit to transforming the power dynamics present in administrative structures, decision making and service delivery. Young people at the front lines of marginalization will be full partners in re-shaping the policies and practices of organizations and systems to better support their vision of a healthy future.

We are committed to creating a culture of accountability. We will create, maintain and evaluate processes and systems that are designed to help individuals and groups be held responsible for their decisions and actions and whether the work we do reflects and embodies Racial Equity and Transformative Justice principles.