

Case Study: Young People

You are a trainer and coach at a local youth-serving organization working with Hispanic/Latinx and Black/African American youth. Your role involves providing career-readiness training and coaching support to the young people enrolled in your program. As part of the intake process, your organization requires you to capture demographic, educational, housing, and work or volunteer information from all young people you serve. This information determines the types of services a young person receives. During the coaching process, you are not allowed to ask any questions about the young person's experiences with people and systems in their lives. If you ask questions about the young person's experiences with people and systems, you are violating organizational policies. In your coaching conversations with young people, you learn that various staff members have been making discriminatory and derogatory remarks to the young people. They are sharing this information with you because they trust you and value the support they are receiving. You share this insight with a staff member you trust and this staff member shared it with your direct supervisor. You are now scheduled to have a meeting with your supervisor and HR. You aren't sure what will happen next. **What do you do?**

Racial Equity Implications:

1. What does this situation say about your commitment to racial equity as an organization?

2. What organizational values are enforced OR reinforced as a result of this situation?

3. What cultural norms are created, enforced, OR reinforced as a result of this situation?

4. Which white dominant norms were reinforced or perpetuated (if any)?

5. What level of racism does this incident magnify?

a. Personal

b. Interpersonal

c. Institutional

d. Structural

e. Cultural

6. Which lived values are reinforced OR created as a result of this situation?

7. What institutional practices need to be changed OR developed as a result of this situation?

8. Who do these changed/new institutional practices support? Who do they potentially disempower?

9. What institutional policy changes need to be made as a result of this situation?

10. What individual reflections surfaced as a result of this debrief?

11. Are there any new or renewed racial equity commitments as a result of this debrief process?

Next Steps:

1. What has the group decided will be the next steps? (Next steps can include and are not limited to departmental/organizational changes, memos, renewed commitments, public statement, apology, organizational discussion, etc.)

2. How will these next steps support/advance or uphold the organization's racial equity commitments?