

# LEAF: Equity

FOCUS AREA	ONE LEAF	TWO LEAVES	THREE LEAVES
ANTI-RACISM			
<p><b>Q1. In what ways does your agency/organization advance its commitment to equity for young people and their families?</b></p>	<ul style="list-style-type: none"> <li>• Calling out in internal and external communications systemic biases and barriers that exist for young people and their families (e.g., emails to staff, organization newsletter, agency website, public performance reports, strategic plans, blogs, public statements, social media)</li> <li>• Educating staff about key equity terms and concepts, racism and implicit bias and how they impact daily interactions with young people and their families.</li> <li>• Disaggregating data by race, ethnicity, and LGBTQ+ status and use this information to inform conversations with young people and the community (refer to the DATA and CQI section for additional considerations)</li> <li>• Collaborating with young people, their families, and the community to identify and implement strategies to advance commitments that:             <ul style="list-style-type: none"> <li>• Support young people’s well-being—including prioritizing family preservation and connections, kinship placement and relationships, healing centered engagement, and trauma-informed care and services.</li> <li>• Eliminate practices that harm young people—including the overuse of psychotropic medications, overreliance on congregate care, and multiple placements.</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Applying tools and techniques that mitigate implicit bias in day-to-day interactions with young people and their families.</li> <li>• Educating staff about White supremacy, structural racism, bias and its impact on young people and families, especially Black, Indigenous, Latinx/e, and LGBTQ+ young people.</li> <li>• Understanding the relevant and historical context of the community that is being served, such as important historical events, history of race and racism within the community, and the agency’s/organization’s relationship with young people, the community, and community leaders and influencers.</li> <li>• Exploring agency-specific, local, and historical policies and procedures that contribute to racial disproportionality and disparities.</li> <li>• Collaborating with young people and communities to ensure that the service array is culturally relevant and competent.</li> </ul>	<p><i>In collaboration with young people:</i></p> <ul style="list-style-type: none"> <li>• Applying the CSSP anti-racist intersectional frame to all policies and practices throughout the agency/organization.</li> <li>• Actively seeking and providing access to opportunities and experiences for young people who have been oppressed because of race, culture, sexual orientation, gender expression, gender identity, class, immigration status, and/or disability.</li> <li>• Exploring and working to reduce the power differential between staff and young people and implementing approaches that center young people’s voices, choices, decision making, and leadership.</li> <li>• Reviewing training materials, internal and external communications, and policies for damage imagery and updating resources to highlight young people’s strengths and value.</li> <li>• Providing support for community-based agencies that are culturally relevant to young people.</li> <li>• Exploring and working to address the ways in which White supremacy and other inequities show up in the agency/organization.</li> </ul>

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<b>INTERSECTIONALITY</b>			
<p><b>Q1. In what ways does your agency/ organization recognize and support the intersectionality of identities when helping young people?</b></p>	<ul style="list-style-type: none"> <li>• Providing opportunities to learn about the intersectionality of identities (e.g., definitions, shared language, why it is important for working with young people and families).</li> <li>• Giving staff a brave space to reflect on their own intersecting identities and how their identities and experiences show up in their work with young people.</li> </ul>	<ul style="list-style-type: none"> <li>• Exploring with staff and young people the intersectionality of all forms of oppression and privilege—based on race, SOGIE, class, immigration status, and disability—and how they influence and impact the work with young people.</li> <li>• Cross-tabulating data by various identities—e.g., race, ethnicity, sex, LGBTQ status, placement type, length of time in care – and using this information to inform conversations with young people and the community and decision making.</li> </ul>	<p><i>In collaboration with young people:</i></p> <ul style="list-style-type: none"> <li>• Co-identifying and implementing approaches that affirm, encourage, and celebrate young people’s specialness and multiple, intersecting identities.</li> <li>• Applying the CSSP Anti-Racist Intersectional Frame to all policies and practices throughout the agency/ organization.</li> </ul>



## Resources to Strengthen Practice: EQUITY

### Youth Thrive Protective and Promotive Factors One Pagers:

- [Youth Resilience](#)
- [Social Connections](#)
- [Knowledge of Adolescent Development](#)
- [Concrete Support in Times of Need](#)
- [Cognitive and Social-Emotional Competence](#)
- Youth Thrive Guiding Premises One Pager
- [Transformational Relationships for Youth Success](#)
- [Youth Thrive: Advancing Healthy Adolescent Development and Well-Being](#)
- [WEBINAR: Youth Thrive Alive! Forum: The Impact of Isms on Well-Being](#)
- [Key Equity Terms and Concepts: A Glossary for Shared Understanding](#)
- SUMMIT RECORDING: upENDING the Child Welfare System: the Road to Abolition ([Day 1](#) and [Day 2](#))