

## Our Antiracism Commitment

*April 2022*

The Children's Agenda (TCA) affirms our commitment to recognizing, addressing, and eradicating all forms of oppression. Racial inequities harming Black, Latinx, Indigenous and other children and families of color especially, by nearly every local, statewide and national measure of development, health, education and economic success across generations, are particularly oppressive, demanding close attention as a specific priority for The Children's Agenda's work. We stand in partnership with Black, indigenous, and multicultural people of color. As an organization, our mission is to advocate for children and families, particularly those affected by poverty and institutional and systemic racism. As such we work to reduce racial injustices both within TCA and the broader community. TCA's staff and Board of Directors are united in pursuit of our collective goal to end racial and ethnic bias and inequity.

We also recognize that, as an organization historically comprised of a majority of employees and Board members who are not from communities of color, TCA can and will do more to address this systemic problem. In order to change injustices, we must work diligently to improve our organization's impact on the community.

We acknowledge that regardless of one's own race or ethnicity, each of us as individuals are at various points along an anti-racist journey. However, as an organization striving to be anti racist and ethnically unbiased, we will purposefully identify, discuss, and challenge issues of race, color, ethnicity, and the impacts they have on the children and families we support, our staff members, stakeholders and community at large.

### **The Children's Agenda stands committed:**

1. To explicitly affirm our identity as an anti-racist organization, united in solidarity with similarly committed people, organizations and efforts;
2. To individually and organizationally identify, discuss and challenge how race, color, ethnicity and the complicated intersectionality with gender identity and sexual orientation affect our institution, its systems and its people;
3. To investigate our own identity, bias, and systemic advantage through continuous reflection, learning, and improvement, so that our anti-racism commitment shows up throughout TCA's culture, policies, programs, and practices;
4. To develop and implement strategies and best practices that dismantle racism, ethnic oppression and inequities within all aspects of our organization, community, and society;
5. To create and maintain an environment where all feel safe to discuss the effect of race, racial, and ethnic differences, and their intersections with gender identity and sexual orientation on our organization and our lives; and
6. To enforce zero tolerance for racism, harassment, discrimination, or violence against our staff, Board members and stakeholders.