Racial Justice Positioning Statement as of December 30, 2019

“White supremacy is not a shark. It is the water.”
- Kyle “Guante” Tran Myhie

This statement is being shared with you because you are a friend of the organization. We invite you to help us turn the organizational light inward before we embark on action steps that could be well-intended but potentially have harmful impact.

70% of Brooklyn residents are of color and 80% of clients and visitors to the Center are of color. Current Brooklyn Community Pride Center staff inherently identify along the LGBTQ+ spectrum and are 54% people of color and 46% white. Governing board is 54% people of color and 46% white. Because we are among the most diverse Centers in the country, we know that we must provide leadership if we are going to sustain and build on racial diversity as a core value of the organization. Building on this work means that we must also look white supremacy in the face.

Conversations at the CenterLink Leadership Summit and elsewhere have advanced our work in developing a theory of change that describes how we aim to construct support systems for LGBTQ+ people of color while examining internal and external structures, systems, practices, and protocols of oppression that could have unwittingly contributed to the problem.

Our shared assumptions:

- We all believe in the dignity, autonomy, and wisdom of each person.
- We all believe that racism, white privilege, and white supremacy exists.
- We all believe that people of color are the experts on their experiences of racism and white supremacy.
- We all believe that we can do something to make it better.

Because we know that good intentions can have negative impact, we are mindful of taking further action beyond this positioning statement until we have had the opportunity to:

- Engage in more internal conversations that will include developing appropriate shared language around diversity, equity, and inclusion.
- Engage experts in the field of racial justice.
- Develop a theory of change in support of our 2025 strategic vision.

We hope you will join us!