

Racial Justice Positioning Statement as of June 8, 2020

Brooklyn Community Pride Center is taking action to help break down systems of racial oppression and to build resiliency and strength in our community. We invite you to keep us accountable by calling out any practices that, though well-intended, could have a harmful impact.

A majority of our clients and visitors to the Center are of color. Current Brooklyn Community Pride Center staff are 43% people of color and 57% white. Our governing board is 50% people of color and 50% white. We can, and will, do better.

Inclusion and **People First** are two of the five [core values](#) that are at the heart of what Brooklyn Community Pride Center stands for. Active support of movements like Black Lives Matter, Walking While Trans, and No Justice No Peace are necessary to bring about change. Because we serve one of the most diverse populations in the country, we know that we must provide leadership in anti-racism. This means that we must also recognize and acknowledge white privilege and look white supremacy in the face.

To create a theory of change that will support LGBTQ+ people of color, we must know the causes of oppression. To this end, we believe that:

- Racism, white privilege, and white supremacy are systemic issues that need to be addressed on a personal, organizational, local, national, and international level.
- People of color are the experts on their own experiences of racism and white supremacy. However, that does not mean that people of color have to educate white people.
- Silence or inaction is taking the side of the oppressor.

Therefore, Brooklyn Community Pride Center is:

- Actively participating in work to develop a shared language and plan around diversity, equity, and inclusion with priority input from the most marginalized voices.
- Educating ourselves and the community – and in particular the white community – in understanding racism, white privilege, and white supremacy.
- Continuously examining ourselves for practices, policies, or blind spots that are harmful to racial equity.
- Implementing a theory of change in our [2025 strategic vision](#) that will create a racial justice lens for all levels of decision-making within the organization.
- Taking ongoing action to support anti-racism. This includes creating programs and activities that promote anti-racism or specifically support people of color, visibly supporting and amplifying the voices of people of color, and advocating for policies and laws that dismantle structural racism.

We hope you will join us and we ask you to [share with us any thoughts and ideas](#) you may have.