



Racial Justice Positioning Statement as of October 5, 2020

The racial justice uprisings in response to the senseless murders of George Floyd, Ahmaud Arbery, Breonna Taylor, Tony McDade, and so many others have led us to renew our commitment to breaking down systems of racial oppression and white supremacy. Brooklyn Community Pride Center is committed to taking action to help break down systems of racial oppression and to build resilience 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 27% Black, 18% Latinx, and 55% White. Our governing board is 18% Black, 18% Latinx, 9% South Asian, and 55% White. We can, and will, do better.

Race/ Ethnicity	Executive	Staff	Total staff	Board	TOTAL
Arab/Arab American	0%	0%	0%	0%	0%
Asian/Pacific Islander	0%	0%	0%	0%	0%
Black (African/African American/Caribbean)	0%	38%	27%	18%	23%
Latinx	0%	25%	18%	18%	18%
Native American	0%	0%	0%	0%	0%
South Asian	0%	0%	0%	9%	5%
White	100%	38%	55%	55%	55%
TOTAL	100%	100%	100%	100%	100%

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. We are committed by providing this support uplifting and reposting racial justice campaigns on our social media and by way of participating in, developing, and implementing related activities, programs, and services.

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.

In order to create change that will support LGBTQ+ people of color, we must understand 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.
- White people are responsible for educating themselves on how their actions (or lack thereof) uphold white supremacy.
- Silence or inaction is taking the side of the oppressor.

Therefore, Brooklyn Community Pride Center is:

- Actively working to develop a shared language and action 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. For example, through periodic staff meetings, updating our onboarding materials and procedures, and participating in workshops and working groups, to name a few.
- Continuously examining ourselves for practices, policies, or blind spots that are harmful to racial equity by putting everything we do through a racial justice lens.
- Updating our 2025 strategic vision to 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 and organizations led by people of color, intentionally 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 invite you to share with us any thoughts and ideas you may have. One way to do this, is by responding to our racial justice position statement via [this online form](#).