



Belonging Begins Here.

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KYC Leadership: “We can no longer do what we’ve always done”

We live in a time where Diversity, Equity, and Inclusion (DEI) initiatives are commonplace in conversation; and especially in organizations, non-profit and corporate alike. And while this awareness is necessary, it unfortunately stops short and does little more than dance on top of systemic and structural issues of harm that continue to thrive underneath it all. True and impactful change requires transformation of the conditions and structures that allowed harm to occur in the first place.

In the recently released [Dispatch article](#), former and current employees at Equitas Health shared their personal and witnessed experiences of race based discrimination, retaliation, and overall harm; actions that are born of racist ideology, conscious or not. And we believe them. We believe them, not because these experiences are unique to one organization, but because we know that as a community we need to do and be better as it relates to creating and maintaining environments of affirmation and belonging.

Transformation and restoration are possible. But we must first acknowledge and disrupt the harm, commit to no longer engaging in harm; and demonstrate this commitment in tangible ways. We know that individual and collective liberation are equally important, mutually supportive, and fundamentally intertwined. [Transformative Justice](#) as a practice also tell us that the conditions that allow/allowed oppression and exclusion to occur must be transformed in order to achieve justice; and that systemic responses to oppression not only fail to advance justice, but also condone and perpetuate cycles of oppression, discrimination, and marginalization. In other words, we can no longer do what we have always done.

Change that transforms is a radical act. Kaleidoscope Youth Center is committed to the ongoing and crucial work of being anti-racist, and we stand firm in our actions of uprooting harmful practices of inequity, marginalization, and oppression. It is from this place that we invite our community to also engage in and demonstrate individual and collective commitments to do the same.

We must no longer rest in the status quo and congratulate individuals who’ve been harmed for their bravery, courage, and resiliency. It is our shared responsibility to disrupt harm, and to cultivate experiences and opportunities of intersectional, individual, and collective thriving.

In Love & Community,

KYC Staff and Board of Directors

