



CHANGING TIDES: VOICES FOR EQUITY, INCLUSION AND ACCESS

Improving Life
Opportunities for
Youth, Families,
and Communities
of Color

June 2020

Carlisle Indian Industrial School

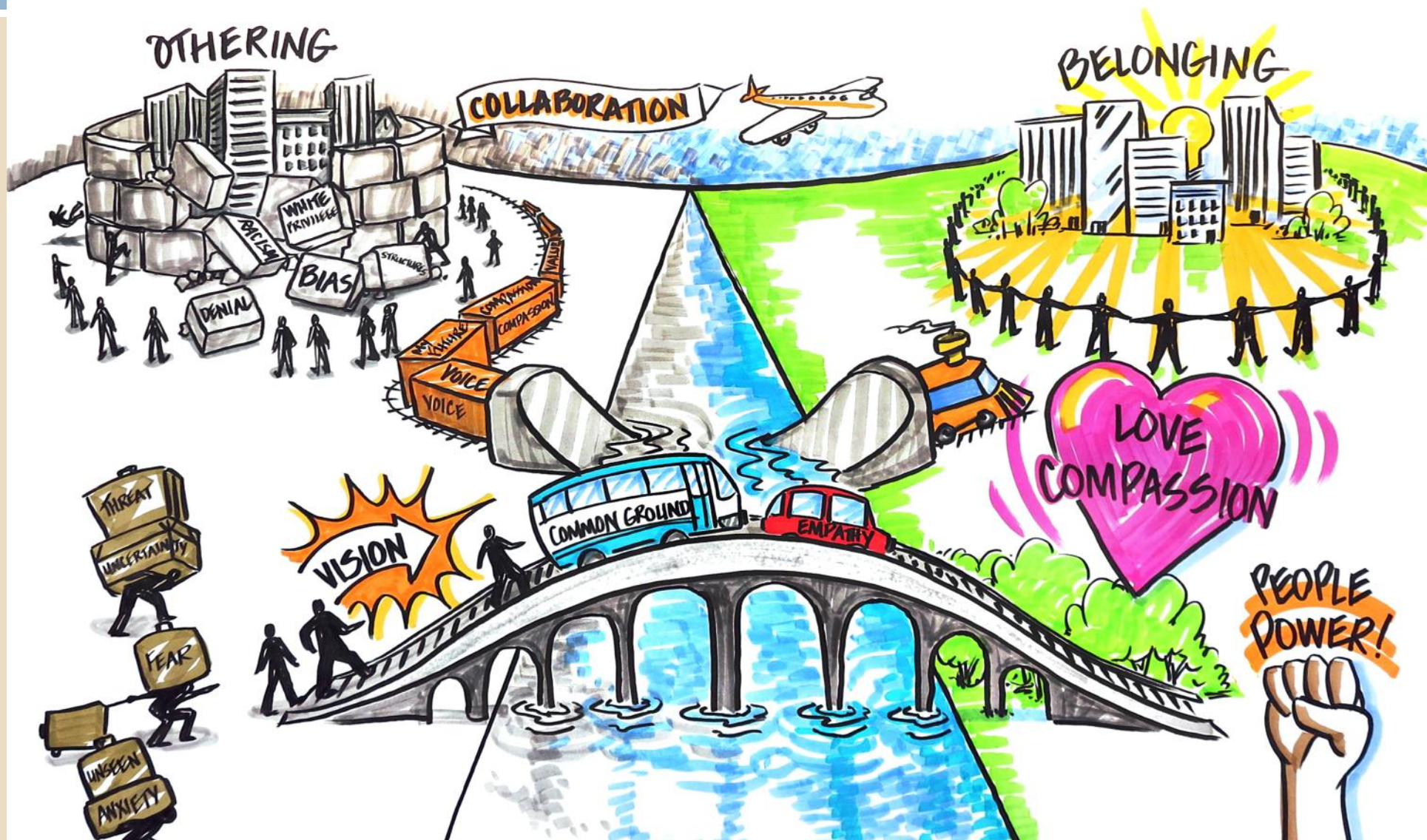


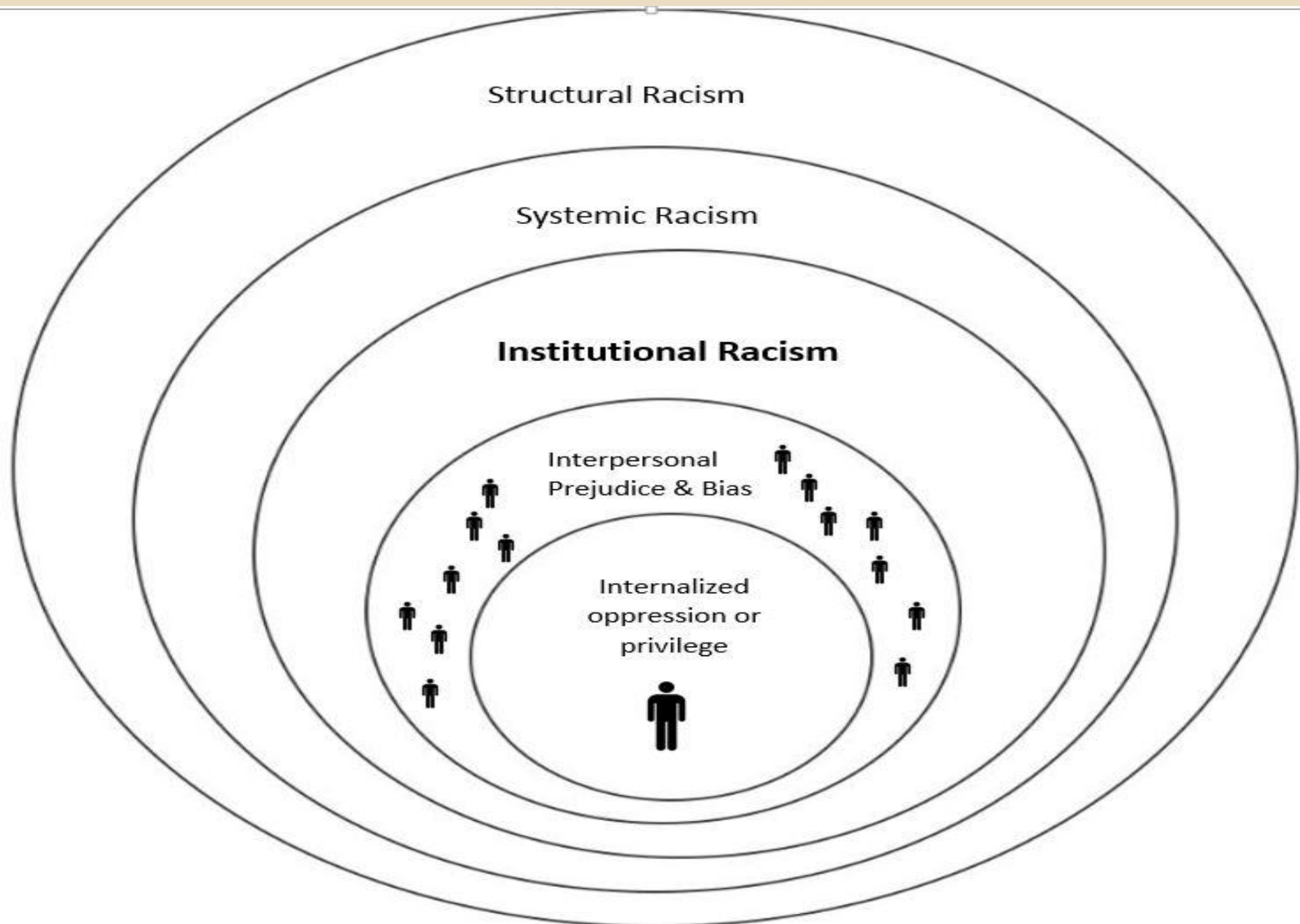
Founded by US Army Officer Richard Henry Pratt

THE NEGRO A BEAST



IN THE IMAGE OF GOD.





OTHERING

A generalized set of common processes that denies someone's full humanity based on them being less than and/or a threat to the favorite group.

JOHN A. POWELL

BELONGING IS NOT JUST HOW DO WE TREAT EACH OTHER, BELONGING IS
HOW DO WE ACTUALLY ORGANIZE OUR ECONOMY, OUR STRUCTURES, OUR
SCHOOLS, OUR FAITHS
SO THAT EVERYONE BELONGS, AND RECOGNIZING WE STILL HAVE
DIFFERENCES.

JOHN A. POWELL

What's **New/Transformed/Gone** In a Reimagined Ecosystem

- **New**

- Extravagant welcome: You Belong!
- Being affirmed
 - A positive frame without racism
- Being heard
 - My story being heard & affirmed
- Self-determination
 - Agency to control your individual outcomes & create change in your environment
- Systems reflect local community values & culture

- **Transformed**

- Culturally well-being measures
- Policy & practice based on values as opposed to need
- Other ways of knowing are valued & recognized

- **Gone**

- Family separation & warehousing youth
- Compartmentalized strategies

