What Staff Can Do at the Point of Service to Promote

Equity & Belonging

1 Set a Tone for Equity

Establish appropriate structure with routines, rituals and clear limits (norms, behavior guidelines) to set a tone and create space for activities, exercises, readings and discussions around race, equity and injustice.

How does Structure & Clear Limits help to set the tone for equity & belonging?

2 Acknowledge the Program Diversity

Use community building activities that explore various backgrounds, identities, and experiences youth bring to help promote a sense of belonging

What Building Community activities or practices can be adapted to acknowledge the diversity of youth in the program?

3 Model Your Own Equity Standards

Communicate and model your own personal equity traits like openness, fairness, and approachability to make youth feel more comfortable when approaching equity-related discussions and issues

How has the Social Foundations and Self Awareness Workshop made you more aware of your background, experiences, privilege, bias, etc. and what you personally model to youth?

4 Listen for Teachable Moments around Equity

Consistently call-in those whose behavior conveys bias or promotes exclusion to create learning opportunities

How can practices from Cultivating Empathy Method create learning opportunities during teachable moments?

5 Empower Youth to Speak Out

Empower and support youth in speaking out about inequity, exclusion, and injustice to reaffirm the program tone and standards

How does the Youth Voice Method empower youth to speak to out about inequity, exclusion, and injustice?

the forum FOR YOUTH INVESTMENT

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CENTER FOR YOUTH
PROGRAM QUALITY

Adapted From: DiFranza, Ashley. "4 Practices to Promote Equity in the Classroom." Northeastern University Graduate Blog, June 24, 2019, www.northeastern.edu/graduate/blog/equity-in-the-classroom