

Racial Equity Committee at Positive Education Program Aims for Systemic Change

CARE MANAGEMENT ENTITY SPOTLIGHT



The Racial Equity Justice and Inclusion (REJI) committee at Positive Education Program (PEP) has a goal: to create a systemic impact in the community by promoting equity. This goal aligns with the vision of the agency to create a community where every young person feels valued and experiences joy and fulfillment.

When the committee was launched in 2019, it was intended as a space for discussing and exploring equity, inclusion, and racial justice in the community and within PEP's work. The REJI committee is now a natural extension of wraparound and trauma-informed care. Long-term goals include increasing staff recognition of structural and institutional racism, current and historical injustices, and current and historical disparities. At the same time, the staff will be able to increase their self-awareness, cultural humility and intentionality in promoting systemic change.

On average, the committee hosts 10 to 12 activities or events each year, including formal trainings and workshops offering continuing education units (CEUs) discussion series, committee projects, community volunteer opportunities and other group experiences.

Examples include:

- Trainings on disparities in the justice and educational system.
- Education around the long-term consequences of residential redlining.
- Voting fairs with educational components for families on civic engagement.

By consistently educating and discussing principles of equity and drawing awareness to how they align with wraparound, the REJI committee has helped staff become even more attuned to the realities faced by the kids and families with whom they work. There is much work to be done to achieve PEP's vision of an equitable community. However, initiatives like the PEP Connections' REJI committee will help maintain the critical focus needed to continue driving toward a better, more equitable future.