

ACCOUNTABILITY

for Anti-Racism Work

STAFF & VOLUNTEERS



OHIO ANTI-OPPRESSION COMMITTEE



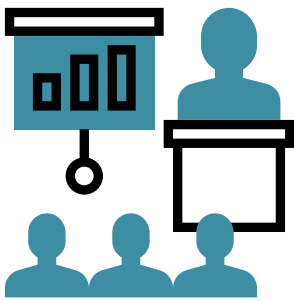
LEARN OUR VIOLENT HISTORY

The United States has a long history of colonization, violence, racism, oppression, and harm. Learning about this historical violence, how it manifests, and continues to occur in our communities today is the first step toward anti-oppression.



TRAUMA-INFORMED PRACTICES

Staff and volunteers will incorporate trauma-informed practices outlined by SAMSHA while incorporating all of the six-key principles focusing on historical, cultural, and gender issues.



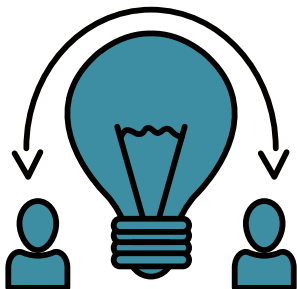
PROFESSIONAL DEVELOPMENT

Addressing racism requires a four-prong approach at the individual, interpersonal, community, and institutional levels. Growth in this area must take place through personal and professional development continuously as there is no point of completion.



INTERRUPTING RACISM

Call-in incidents with peers and other professionals that can influence racist practices. Identify that a micro/macroaggression is happening, decide to act, and speak out.



INCLUSIVE WORK CULTURE

Foster an inclusive work culture by ensuring People of Color's voices are centered and validated within the workplace.

**FOR FURTHER RESOURCES ON EACH OF THESE CATEGORIES, VISIT:
*RESOURCES FOR STAFF & VOLUNTEERS***