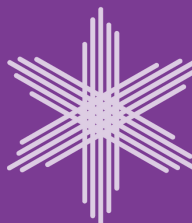


POINT SOURCE YOUTH PRESENTS:

STRUCTURAL RACISM AND BARRIERS FOR YOUTH IN THE COVID-19 PANDEMIC

- Marc Dones, *Executive Director, National Innovation Service*
- Maddox Guerilla, *Youth Advocate*
- Jhumpa Bhattacharya, *Vice President of Programs and Strategy, Insight Center for Community Economic Development*

When looking at structural racism, we must look specifically at anti-blackness and its context in the history and current events in the United States. We must all be co-conspirators with Black folx in order to dismantle white supremacy. This looks like going beyond reform to revolution. We must reallocate funding from police states, the nonprofit industrial complex, and other systems that concentrate and uphold power to and for white people. We must acknowledge the work BIPOC communities have been doing, learn from it, fund it, and create new, better systems rooted in centering the most marginalized in our society.



KEY TAKEAWAYS

We must reinvest funds that fuel systematic violence into community care. We must invest in Black trans lives, Black womxn, and Black liberation



Q + A

What can people do right now who want to go beyond being allies to comrades?

People who have power in this moment (anybody white, and mid level and senior management), it's time to say to our government leaders, "be brave or move". We are in middle of 200 years of reckoning with US, and we are in an economic downturn potentially worse than the Great Depression. This is not the time for anything less than visionary. If you're not bringing that to the table then you're not qualified to lead in this moment. If we don't start getting visionary we'll keep dying.

Non-profits have siphoned off resources meant for the communities they serve. How has white supremacy and capitalism entrenched that injustice in our society?

Anti-blackness is everywhere. A lot of non-profit Executive Directors are white. We might have Black and Brown folks working on the front lines, but who is making the decisions and choices? It's often someone not from our communities. This is rooted in colonialism and not trusting the autonomy of people to do the work on the ground.

Q+A (CONTINUED)

Look at the ballroom community, for example. This community has been taking care of each other throughout history and housing one another. This mutual aid has never been acknowledged from the federal government or city agencies. The nonprofit industrial complex has hijacked ways to organize and create revolution. It inhibits that work. It says we have to prioritize meeting requirements for funders instead of meeting the needs of our communities. We need to shift from this.

What do folks mean when they say defund the police?

What's important to understand is that the state is money. There are many things the state deploys, but its core is the capacity to pull in vast sums of money and use it as purchasing power. These funds can be used for buildings, services, and beyond but oftentimes the money funds various forms of violence. The core component of defunding is asking the state to stop spending money on violence and start spending money on people. This is a very different spending pattern. When we audit county budgets, we see upwards of 50% is tied into an apparatus of policing-related activities. That feels to me irresponsible, given the fundamental crisis we face as a country around housing, healthcare, and basic needs. We're talking about a divest/reinvest process. This is not a reform agenda it's a revolution agenda.

How do we meet folks where they want to be instead of just meeting them where they are?

Folks need to stop and listen, and be willing to be uncomfortable. If you're not uncomfortable, you're not doing deep learning. If someone says something that makes you uncomfortable, people think it means that person is bad. That's not true. This simply means you need to do deep thinking. You need to be quiet and sit with your uncomfortableness.



THE NONPROFIT INDUSTRIAL COMPLEX HAS HIJACKED WAYS TO ORGANIZE AND CREATE REVOLUTION. IT INHIBITS THAT WORK. IT SAYS WE HAVE TO PRIORITIZE MEETING REQUIREMENTS FOR FUNDERS INSTEAD OF MEETING THE NEEDS OF OUR COMMUNITIES. WE NEED TO SHIFT FROM THIS.
-MADDOX GUERRILLA



ACTIONS TO TAKE NOW

1. Defund the police. Advocate for a divestment from violence and a reinvestment in people and community.
2. Listen and prioritize Black trans folks and those that experience the most marginalization. BIPOC, especially Black women, have been doing this work for much longer than given credit for.
3. If you are BIPOC- rest and engage in self care. Black bodies need rest. If you are non-Black - pick up your side of the banner. It's your time to put in the work it takes for revolution.
4. Create accountability. Organize where you're at. Take what power you have and use it for those around you. Organize with others at your organization, create community, and create safer spaces for the most marginalized in your community.
5. There is no answer here beyond you have to work and listen to the people most impacted - humble yourself without the assumption you have the answer.



**IF YOU CAN SEND A BLACK WOMEN TO CLEAN UP YOUR MESS WHY DON'T YOU LET HER JUST LET HER RUN IT? WHERE IS THE TRANS BLACK WOMAN LEADERSHIP? THAT TO ME FEELS LIKE NEW STUFF – THE STUFF WE HAVEN'T DONE.
-MARC DONES**

RESOURCES & LINKS

- [How to Defund Your Police Department in Six Steps \(And Why You Should Do It Today\)](#)
- [Heather C. McGhee: Racism has a cost for everyone | TED Talk](#)
- [Feminist Theory: From Margin to Center - Bell Hooks](#)
- [Octavia Butler](#) (read her revolutionary literature)
- [How to Be an Antiracist](#)