

# The American Psychological Association



**“Racism has shaped and undermined almost every aspect of the USA, including our laws, policies, educational systems, customs, and cultural narratives, weakening our political and civics institutions. Racism intersects with other social and personal identities (gender, social economic status, etc.) in ways that compounds the experiences of oppression. To eradicate racism, we must understand what it is, how it operates, and who it benefits and harms, with the knowledge that many White people, who do not personally harbor racial ableism, nonetheless benefit from racism.”**

**January 2021**

Sesame Street Kindness study reveals that parents say they teach kindness to their children. Yet, children say their parents' only focus is their success.



**“3yr. old children in the U.S. associate Blacks with negative traits. By age 4, children in the U.S. associate Whites with wealth and higher status, and racism is widespread in elementary school.”**

*American Psychological Association  
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Workplace studies, e.g., Forbes, Deloitte, Fortune etc. and education studies, e.g., ASCD, Teaching Tolerance, etc. indicate lack of respect, racism and narcissism have created unhealthy environments for some in the workplace and the classroom.



The United States Department of Education and the FBI report since 2005, there has been a steady increase in discrimination towards children who are LGBTQ, Muslim, students who have an immigrant parent, and particularly African American students.



Two decades of studies by the University of Michigan, UC Berkeley, Harvard University and Stanford University, determine Americans are increasingly becoming less empathetic, increasingly more likely to be concerned about social issues that only impact them and are ever more uncivil and narcissistic.



Though the United States is a diverse nation. It's not an inclusive nation.



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Worse than the 50's and 60's, bigotry, hate and inequities have become deadly epidemics in America's schools and communities. Now, New York, California, Pennsylvania and Ohio are on the FBI list for incidents of hate and bigotry, along with Texas, Georgia, and Florida.





Systemic racism is part of America — from maternal health to the cradle to prison pipeline. Critical Race Theory recognizes that racism is more than bias and prejudice. It's in policies and practices that maintain racial inequalities. Critical Race Theory is a framework that can help us dismantle structural inequities and practices. Building a racially equitable society requires all of us examining and discussing the impact of systemic racism and slavery in our lives.





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10,000 Black History  
Artifacts

CRT

Global Grantmaking to  
Black-led Organizations