**Structural Racism:** The practices that perpetuate racial disparities, uphold White supremacy, and serve to the detriment and harm of persons of color and keep them in negative cycles. Institutional/systemic racism also refers to policies that generate different outcomes for persons of different race. These laws, policies, and practices are not necessarily explicit in mentioning any racial group but work to create advantages for White persons and disadvantages for people of color.


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**Behaviors that create a sense of belonging in children**

*Grid uses similar structure as analysis made by Dr. Ryan from the Family Acceptance Project*

**Do:**

- Bring your child to groups and events where their cultural heritage is celebrated and championed.
- Watch movies that feature stories about their racial and ethnic background, experiences etc.
- Require other family members and neighbors to treat your child with respect.
- Tell your racially/ethnically diverse child you are proud of them.
- Believe that your child can be a happy adult, no matter their racial/ethnic background— and tell them they will have a good life.
- Expose them to diverse examples of adults that lead productive, positive and “happy” lives.
- Welcome your child’s racially diverse friends to your home.

**Do not:**

- Prevent your child from having exposure to racially diverse friends, family and community.
- Only watch movies and shows about or with people from your own racial/ethnic background
- Allow racially derogatory comments, jokes or disrespectful treatment of your child in your presence.
- Fail to respond to family member or community member comments that have upset or hurt the child outside of your presence.
- Behave in ways that minimize their differences by saying things like “we don’t see color in this family” or never celebrating aspects of their heritage in your home (holidays, foods, music, language etc.).
- Try to change or minimize your child’s identity, pride in or expression of their racial/ethnic background (hair styles/care, clothing, foods etc.).
- Exclude your child from your family events and activities or fail to include their racially diverse friends in your family activities.