



## Frequently Asked Questions

### What is Interrupting Racism for Children (IRFC)?

Interrupting Racism for Children is a two-day anti-racism workshop created by Child Advocates. During this workshop, 20-40 community members gather to participate in a number of expertly facilitated exercises designed to interrupt everyday practices that result in racist outcomes.

### Who should participate in this anti-racism workshop?

Anyone and everyone! Community members and leaders who are open and ready to transform themselves and our society should seriously consider registering for an IRFC workshop. Interrupting Racism for Children educates and moves individuals from awareness to action in the fight against racism, creating a future where children thrive and race does not predict their life outcomes.

### What will my team learn?

The best part about our locally focused program is that participants learn practical tools to begin interrupting racism immediately! We recognize that it will take everyone collectively working together to begin to dismantle racism. Here are some key concepts we cover during our two days as a group:

- The function and relationship between poverty and racism.
- Disempowerment of ourselves and those we serve.
- Develop a shared understanding of the purpose of racism.
- Understanding the lasting impact of historical policies and laws.
- Awareness of how racism adversely affects everyone.
- Understanding the importance of our roles as gatekeepers.
- How we begin to intentionally create communities where children's outcomes are not predictable based on race, but where they thrive and not just survive.

### How much does it cost?

Hosting and facilitating hundreds of workshops is a long-term investment in our city. We offer a competitive individual and group rate for participation compared to other anti-racism workshops; however, we recognize that cost can be a barrier. Our hope is that every person has the opportunity to learn about how to interrupt racism.

To learn more about the investment for you, individually, or your workplace please contact Jasmine Elizondo De Anda at [jasmine@childadvocates.net](mailto:jasmine@childadvocates.net). At Child Advocates, we rely on donor support and some individuals may be eligible for a scholarship.

### Why did Child Advocates decide to lead this effort?

Parents of color do not abuse or neglect children more than white parents, yet there are disproportionate numbers of children of color in the child welfare system compared with their representation in the population of Marion County. This means children of color are overrepresented in the child welfare system and white children are underrepresented. To serve the best interests of all children, we believe we must interrupt the racism that directly affects the youngest, and most vulnerable, members of our society.

You can read [this IBJ article](#) from Child Advocates CEO Cindy Booth to learn more.

### **How long has Child Advocates been leading anti-racism work?**

In February of 2010, Child Advocates hosted its first Undoing Racism workshop (led by The Peoples Institute for Survival and Beyond) and now, ten years and hundreds of workshops later we are still doing this critical work. In 2019, Child Advocates designed and launched Interrupting Racism for Children, facilitated by local trainers, with local history and an emphasis on sharing practical tools for participants to interrupt typical responses, processes and determine actions to create a better world for children.

### **Who are the facilitators?**

A diverse team with collective decades of experience and a passion for leading individuals and organizations toward understanding and interrupting racism facilitate the Interrupting Racism for Children workshops. Our facilitators bring their own personal experiences and unique facilitation techniques to create an experience that challenges and equips participants with tools to build a more just world.

### **Is there a virtual version of this workshop?**

We offer virtual versions of the workshop for organizations to host, contact [jasmine@childadvocates.net](mailto:jasmine@childadvocates.net) for details.

**How are you adhering to safety protocols for your in-person workshops during the pandemic?** We take the safety of our participants and facilitators very seriously. We have moved our workshops to a larger space and reduced the number of participants to allow everyone to remain the recommended six feet apart. All participants must wear masks, which we will provide to anyone who requires it. For more details on our safety protocols, see our website: [childadvocates.net/irfc](http://childadvocates.net/irfc).

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To learn more about Interrupting Racism for Children, visit [childadvocates.net/irfc](http://childadvocates.net/irfc) or email Jasmine Elizondo De Anda at [jasmine@childadvocates.net](mailto:jasmine@childadvocates.net).

