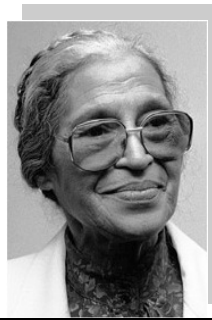


**think racism
is over?**



**you have the
power to make
a difference.**

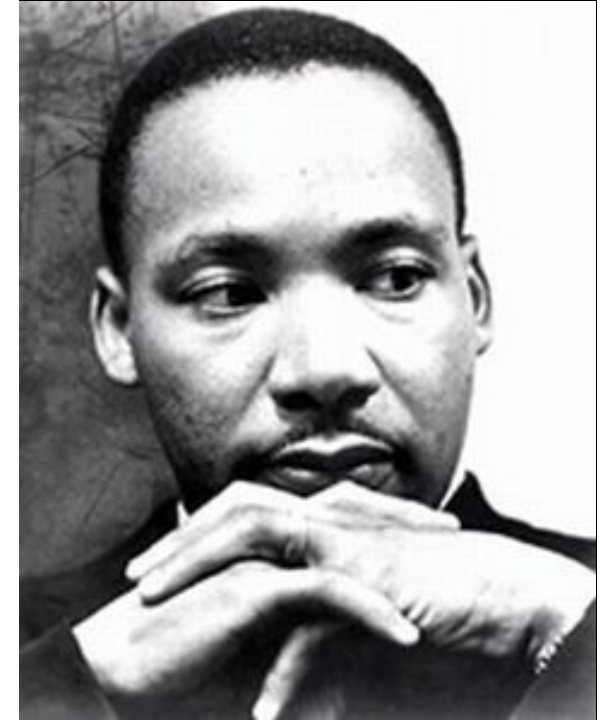
get involved

eliminating racism
empowering women
ywca

Contact:
Beth Oakes
YWCA Racial Justice Committee
(716) 488-2237 x227
or
betho@ywcaofjamestown.com

think again!

racial justice



eliminating racism
empowering women

ywca
of Jamestown

**401 North Main Street
Jamestown, NY 14701
(716) 488-2237
www.ywcaofjamestown.com**

join us

The **YWCA Racial Justice Committee** meets the second Tuesday of every month at 5:15 in the YWCA Music Room, 401 North Main Street.

Ways **you** can make a difference:

Advocate

Add your voice on issues critical to women and their families

Educate

Help others understand the importance of racial and gender equality.

Participate

Join the Racial Justice committee and make a difference in your community.

what is racism?

White racism is the uneven and unfair distribution of power, privilege, land, and material goods favoring white people. Another way to state this is that white racism is a system in which people of color as a group are exploited.

Paul Kivel



forms of racism

Individual racism takes the form of individual attitudes, beliefs, values, and behaviors. Some examples of racist attitudes are racial prejudice, belittling, jealousy, and bigotry. Examples of racist beliefs are racial stereotypes, the belief that some races are better than others and even include the belief that people can be classified according to race in the first place.

Institutional or systemic racism takes the form of the practices, customs, rules and standards of organizations that unnecessarily disadvantage people because of their race, color or ethnicity. They do not always involve differences in treatment. Educational requirements that are not related to actual job duties are one example.

Cultural racism is the cultural values and standards that disadvantage people because of their race, color or ethnicity. Examples are cultural expectations as to the race of a company president and the cultural standard for what a beautiful, trustworthy or competent person looks like.

what you can do

- Address Systemic & Institutional Racism
- Participate in racial justice programming
- OBJECT TO RACIAL JOKES AND INSULTS
- Encourage dialogues on racism

our mission

Home of the **YWCA** of Jamestown Since 1908!



The Young Women's Christian Association of the United States of America is a women's membership movement nourished by its roots in the Christian faith and sustained by the richness of many beliefs and values.

Strengthened by diversity, the Association draws together members who strive to create opportunities for growth, leadership, and power in order to attain a common vision: Peace, justice, freedom, and dignity for all people. The Association will thrust its collective power toward the elimination of racism wherever it exists.

"The YWCA of Jamestown is a women's membership movement committed to expanding the horizons of all women and their families."

eliminating racism
empowering women
ywca

YWCA of Jamestown

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of Southern Chautauqua County