



# BROWN SKIN & CURLS: AN ANTIRACIST APPROACH TO CARING FOR BIPOC YOUTH AND THEIR PHYSICAL SELVES

Presented By :

Brittney Lee & Nicole Renee J.




# WORKSHOP OVERVIEW

In this workshop, we call attention to the racist practices that prevent equitable access to the physical care of BIPOC youth in our society. We acknowledge that the policing of young people of color upholds the systems of white supremacy and anti-blackness. In this workshop, participants will 1) Build awareness of the harm experienced when nurture and care aren't provided, 2) Practice empathy with themselves and others and 3) Discuss tools for advocating for the intersecting physical needs of BIPOC youth.



# GROUP AGREEMENTS

- Be curious
  - No victim blaming or shaming
  - Do your best
  - Share air space (three before me: everyone's voice is heard)
  - Care for yourself and community
  - Speak your truth (use I statements not stereotypes)
  - Seek consent first (only make decisions about or for people with those people)
  - Practice building awareness of yourself & embracing your learning edges
  - Advocate (seek help and share help)
  - Do your own work (Continue to learn on your own by doing research, and self-work. Don't rely on the community to teach you everything.)
  - Maintain Privacy (What is said here stays here what's learned here leaves here)
- 



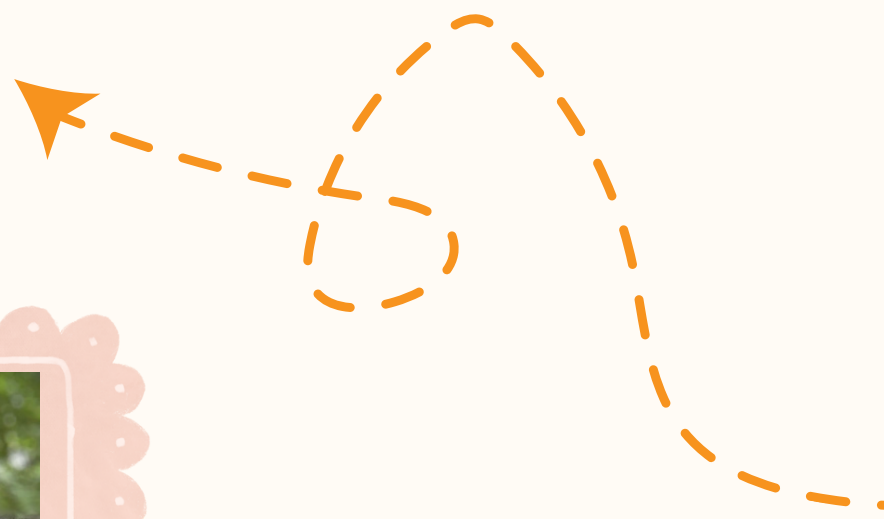
# MEET THE GROUP :

- Name
- Pronouns
- 3 Salient Identities
- One thing you're looking forward to in this session





# MEET YOUR FACILITATORS



Brittney Lee  
They/She



Nicole Renee J  
They/She





# BRITTNEY LEE

*Child Welfare Consultant with Lived Expertise.*

*Currently a Kinship Care Case Manager and a member of the Child Welfare and Racial Equity Collaborative.*

Brittney's ongoing aspiration is to utilize their growth and knowledge gained from resilience, community involvement and employment opportunities with others who have experienced the child welfare system and child welfare practitioners.

Other relevant expertise includes:

BA in Ethnic Gender and Labor Studies

Foster Alumni Policy Member, Consultant and Mentor

Adult & Youth Mental Health First Aid Certification

Trauma Informed Care and Intercultural Competency Certification

Identity, Culture and Community Leadership Certification



# NICOLE RENEE JORDAN



(THEY/SHE)

UWT OFFICE OF EQUITY & INCLUSION'S  
DIRECTOR OF CROSS-CULTURAL ENGAGEMENT

My focus continues to be uplifting and building capacity for the most marginalized people to thrive holistically, while partnering with allies to reduce harm and create equitable change.

## RELEVANT WORK EXPERIENCE

Assistant Director of Diversity Justice & Sustainability  
Center for Gender Equity/Diversity Coordinator  
Ed Specialist Serving Youth in Foster Care  
WBL Specialist WA State Youth Rehabilitation Facilities  
AmeriCorps College Access Coordinator  
Mentor/Educator & Youth Director



# Why this matters

hair,  
skin care,  
makeup  
hygiene products  
weight  
diet,  
etc.





# EXPRESSION TIMELINE

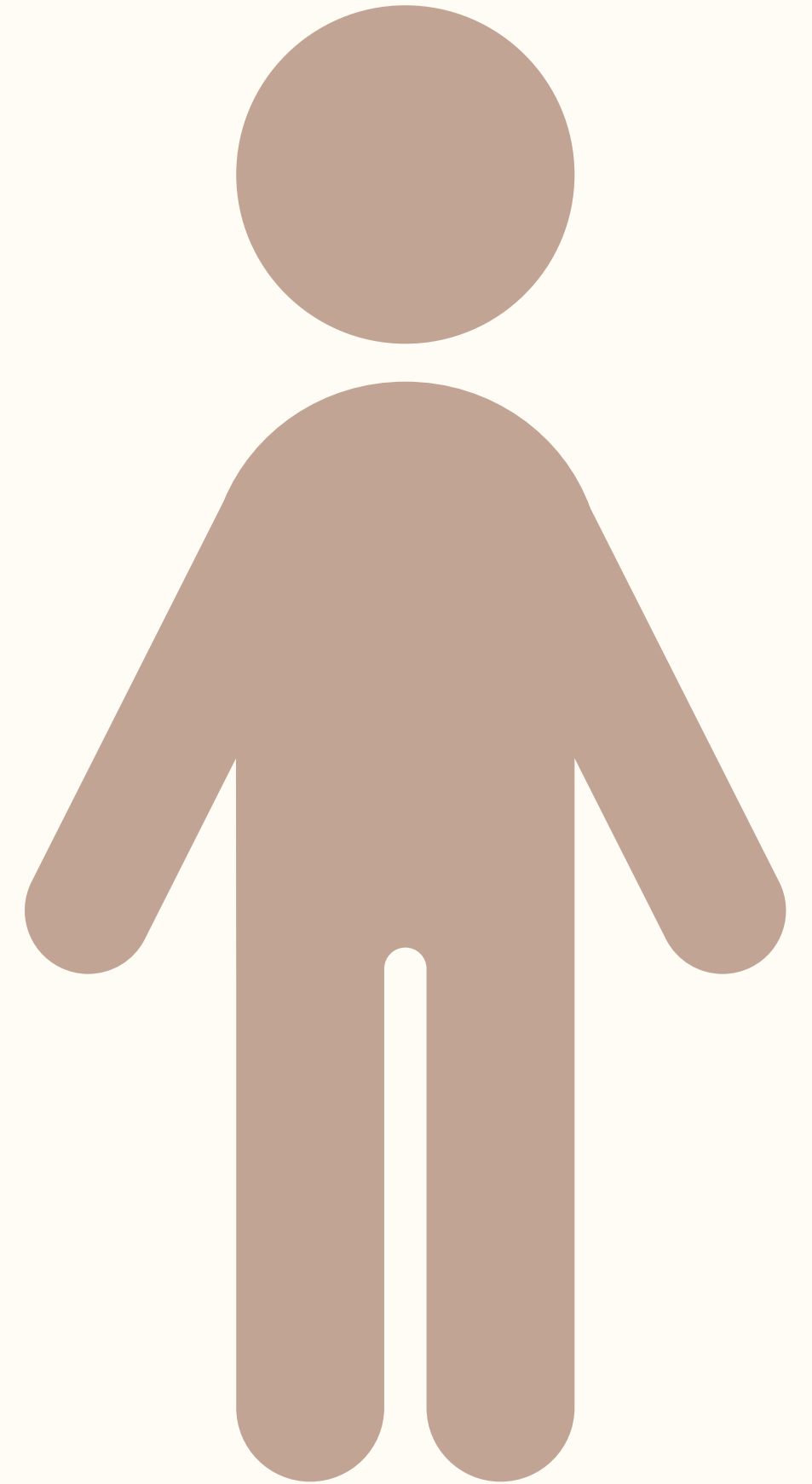
PAST



PRESENT



FUTURE



## 2) PRACTICE EMPATHY

### QUESTION 1

How was your appearance/expression scrutinized, penalized and/or controlled?

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QUESTION 2

How do you affirm and celebrate your appearance/expression now?

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QUESTION 1

How was your appearance/expression scrutinized, penalized and/or controlled?

QUESTION 2

How do you affirm and celebrate your appearance/expression now?

QUESTION 3

How do we maintain affirming and celebratory practices & find alternatives to these harmful practices and norms

# GROUP DEBRIEF



What was this experience like for you?



what did you learn about yourself?



What did you learn from your peer?



# AFTERCARE



Jhené Aiko - Trigger Protection Mantra Share

vevo  
Watch on YouTube

A YouTube video player interface for the song "Trigger Protection Mantra" by Jhené Aiko. The video thumbnail shows a woman on a beach holding up a large, translucent, light blue fabric that forms a large, multi-lobed shape against a cloudy sky. A red play button is centered over the video. The Vevo logo is in the bottom left, and a "Watch on YouTube" button is below it. A "Share" button is in the top right.

# ADVOCATING FOR YOUTH NEEDS



01

Youth are not a  
monolith

We must listen  
and respond to  
them uniquely

# ADVOCATING FOR YOUTH NEEDS



01

Youth are not a monolith

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02

Youth need culturally Affirming Media, nutrition, & Community Access

We must curate spaces celebrating diversity



# ADVOCATING FOR YOUTH NEEDS



01

Youth are not a monolith

We must listen and respond to them uniquely

02

Youth need culturally affirming media, nutrition, & community access

We must curate spaces celebrating diversity

03

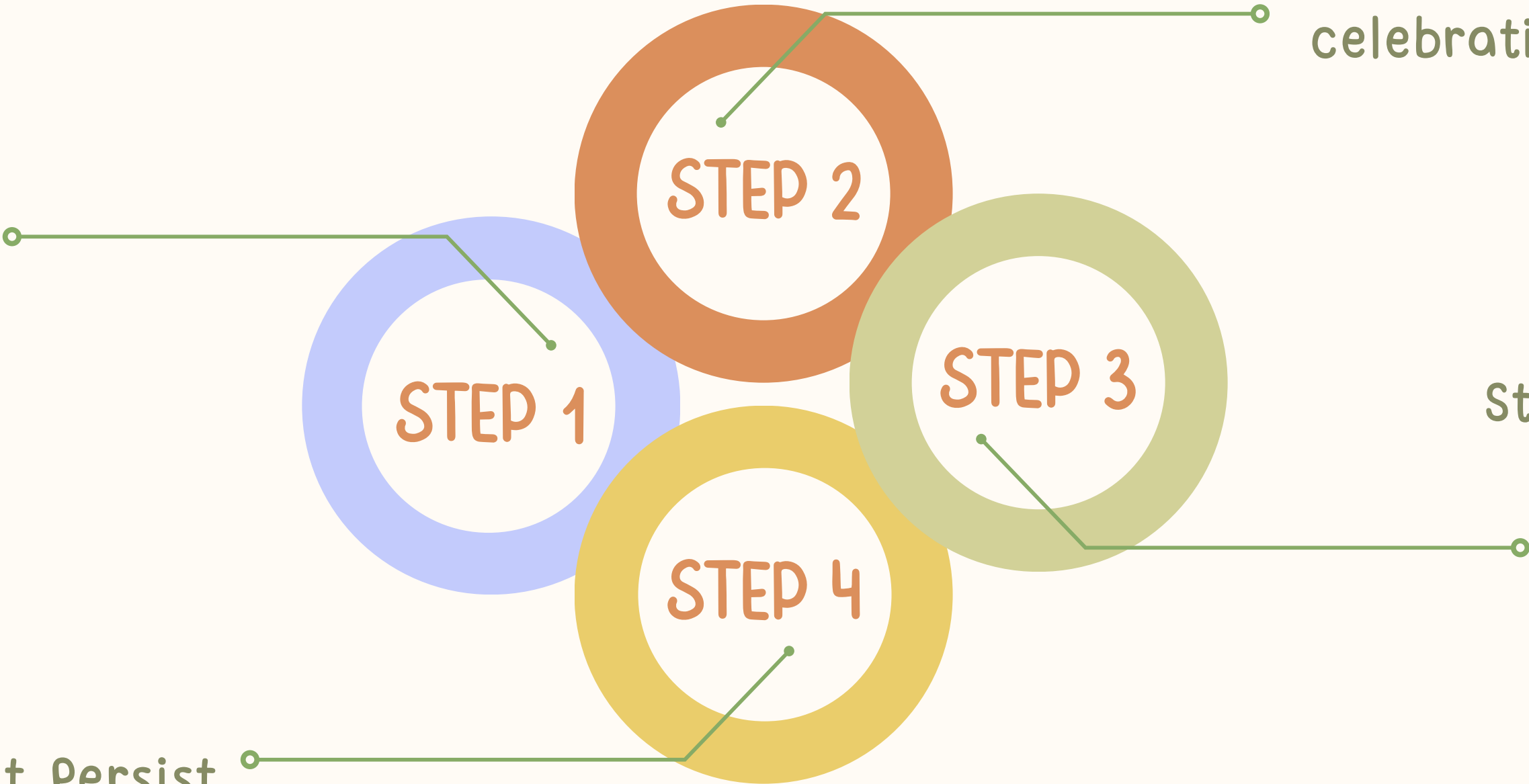
Youth need cultural humility

We must continue to study and learn

# MOVING FORWARD

Listen &  
Respond

Create spaces  
celebrating difference



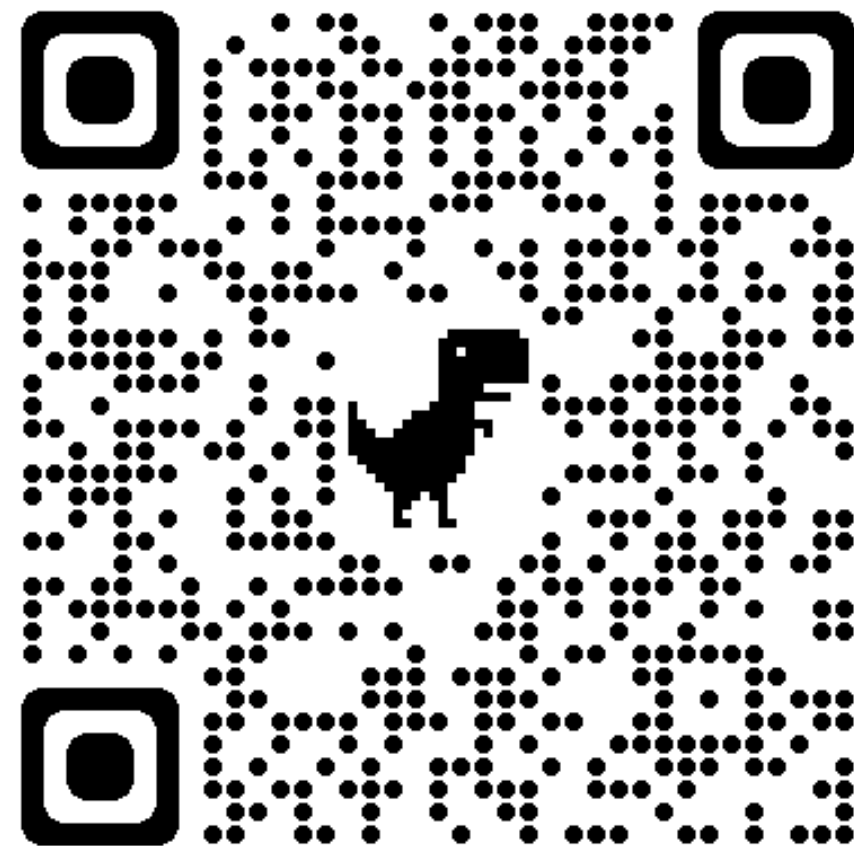
Study & Learn

Reflect Persist



# RECOMMENDED RESOURCE

Child Welfare Resources Compilation



# AFTERCARE



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A YouTube video player interface. The video content shows a woman on a beach holding up a large, circular, translucent net that is illuminated from behind, creating a starburst effect. The video player includes a red play button in the center, a 'Share' icon in the top right, and a 'vevo' logo in the bottom left. A black bar at the bottom left contains the text 'Watch on YouTube' with a small YouTube icon.

vevo

Watch on YouTube



# SURVEY

What did you learn?

How will you share what you have learned with others?

What went well?

What could be improved?

Is there anything more you would like to share with your facilitators?





# REFLECTION QUESTIONS



Reflecting on your participation & engagement in  
today's session:

- What are you proud of yourself for?
  - What are you forgiving yourself for?
  - What is your commitment to yourself?
- 

# THANK YOU

DOES ANYONE HAVE A QUESTION ?



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Nicole Renee J. | [Nicol3j@uw.edu](mailto:Nicol3j@uw.edu)

@NicoleReneeJay (instagram & linkedin)

Website coming soon.

