

# CENTERING BLACK BRILLIANCE

SEEING AND UNDERSTANDING THE WORLD THROUGH THE BLACK EXPERIENCE IS THE BASIS FOR OUR INDIVIDUAL AND COLLECTIVE HEALING.

CENTERING BLACKNESS DEMANDS THAT WE CREATE AND DESIGN POLICIES AND PRACTICES THAT INTENTIONALLY LIFT UP AND PROTECT BLACK PEOPLE.

## HOW TO CENTER BLACK BRILLIANCE INTENTIONALLY

### 1 UNDERSTAND THAT BLACK PEOPLE ARE NOT A MONOLITH

Black people hold multiple identities. Black people are women, immigrants, LGBTQ, Latinx, parents, business owners, and have varying degrees of education, disabilities, and more. When we make Blackness about one thing, we play into a white supremacist point of view that narrowly defines it.

### 2 UNDERSTAND THAT BLACKNESS IS NOT JUST TRAUMA

Centering Blackness allows us to acknowledge Black genius, art, and joy — things that white supremacy actively works to erase, profit from, and destroy. Finding joy in the face of trauma and oppression is not only a form of resistance but also instrumental in dismantling anti-blackness and constructing a world of Black freedom and thriving.

### 3 INTERROGATE HARMFUL NARRATIVES

Narratives expose how power operates in our society. Centering Blackness allows us to interrogate harmful narratives about Black people and serve as a vehicle to heal from historical and present-day harms.

### 4 REIMAGINE YOUR WORLDVIEW

The opportunity to see the world through the lens of the Black experience requires us to imagine how our rules and structures would be reorganized and envision a world where we all thrive because no one is at the bottom.