



Dear Member,

This is a call to action from the SFV-CAMFT Board of Directors to the SFV-CAMFT Membership. The events of the past two months have been a tragic reminder of the systemic racism and injustices built into the fabric of our country, and we must stand together to dismantle those systems and structures.

To our Black members, we stand in solidarity with you, and as you process your pain, please know that you are seen and heard. We are listening and will support you in any and every way that we can. To our non-Black members, dismantling racism is the job of those of us who have privilege. Black lives matter all the time. Not just when someone is killed. Not just when it is convenient. We need to be vehemently anti-racist 24/7 and confront injustice every time we witness it.

This is why the chapter of SFV-CAMFT is making efforts toward conscious inclusion and we plan to continue to make changes to become a chapter where all members feel welcome. We know from some of our members and others who have attended our events that this is not always the case, and we know SFV-CAMFT can and will do better. The chapter has made the following changes over the past 6 months. In December 2019 a code of conduct was added to our policies including a focus on inclusiveness, consideration, and respect. There is a process for filing a grievance with the chapter if the code of conduct is violated. You can read more about this new policy at <https://www.sfvcamft.org/code-of-conduct>. In 2020, we have brought new life into the chapter's diversity committee and began a therapist of color support group in mid-May. The chapter has also made it a priority to create more diverse programming for 2021 in culture and ethnicity of speakers, and topics presented. We believe this is important work and want to highlight our willingness to do this work before asking the same of our members.

We happen to be part of a profession that is not value-neutral when it comes to challenging social injustice. This means we should be in full solidarity with our Black colleagues, clients, and community members. If you have not already done so please check out the press release statement by CAMFT from May 30, 2020, California Therapists Disavow Racial Injustice. (<https://www.camft.org/Membership/About-Us/Press-Release/california-therapists-disavow-racial-injustice>) This is an opportunity to make a stand

against divisiveness and hate, and make more room for love and understanding.

The chapter board wants to be clear; this is not a temporary or short term goal. It is not enough to voice our disgust or opposition to racism. One of the ways racism continues to thrive is by not following through with action. We might have good intentions, but real change comes from the commitment to a lifelong development of our critical awareness, being radically honest of the ways in which we (every single one of us) contribute to upholding systemic racism. Based on our awareness we reflect and create intentional action to challenge our privilege from a system that is set up to oppress Black people.

Things to keep in mind while doing this work:

1. Center the voices of Black people, not your own
2. Listen but do not ask Black and people of color to educate you
3. Take action with yourself, at your home, at your work, in your community

Stand up for Black Communities - Organizations to explore:

1. [Movement for Black Lives](#)
2. [Black Visions Collective](#)
3. [Reclaim The Block](#)
4. [Black Emotional And Mental Health Collective](#)
5. [Black Lives Matter](#)
6. [Know Your Rights Camp](#)
7. [American Civil Liberty Union](#)
8. [Showing Up For Racial Justice](#)

Make your voice heard, Sign Petitions:

1. Growing list of [Petitions to Sign](#) from Black Lives Matter

Pick up the Phone, Call Elected Officials:

1. Make calls for [George Floyd](#), [Ahmaud Arbery](#), and [Breonna Taylor](#).
2. Black Lives Matter also put together great [Text](#) or [Call](#) instructions.
3. Call your House representative about a [resolution condemning police brutality](#)
4. [Campaign Zero tracks legislation](#) addressing police violence at the national, state, and local level.
5. See what legislation you can call on your representatives to support!
6. Please [make sure you're registered to vote](#)

Learn Anti-Racism, Educate Yourself (and Those Around You):

1. [75 Things White People Can Do for Racial Justice](#) via Corinne Shutack for Medium

2. [Anti-racism resources for white people](#) via Alyssa Klein and Sarah Sophie Flicker
3. [An Antiracist Reading List](#) via Ibram X. Kendi for the New York Times
4. [10 Books About Race To Read Instead Of Asking A POC To Explain It To You](#) via Sadie Trombetta for Bustle

Professional questions to be asking ourselves:

1. Can I identify the ways in which systemic racism is showing up in my work?
2. Can I make a list of the actions I have or will take to challenge systemic racism?
3. How can I further decolonize my clinical practice and integrate anti-oppressive frameworks?
4. How am I supporting my BIPOC (Black, Indigenous, People of Color) clients and colleagues?

We hope that this moment has spurred you to new or greater action. But remember that anti-racist work is a long-term endeavor. It is time to consider how you can make this work part of your daily life. Talk with your friends, talk with your family, and call out racism wherever you see it. We can and will fight together. And we are here for all of you.

For anyone that is feeling lost but is genuinely wanting support on how to get involved, how to make changes in their professional practice, or anything else related to dismantling racism please feel free to reach out to the following board members that have offered to be available to have conversations with members. (Natalie Jambazian, President - sfvcamftpre@gmail.com, Mishka Kimball, President Elect - sfvcamftpree@gmail.com, and Nikki Gabriel, Past President - nikkigabrielmft@gmail.com). Our diversity chair, Shawn LaRe' Brinkley has also graciously agreed to help in these efforts (mftgurl@gmail.com).

With gratitude and optimism that together we can create lasting positive change,

SFV-CAMFT Board of Directors