



FACILITATING CONVERSATIONS ON JUSTICE

The Kids Are Ready

These definitions are an invitation to begin with yourself — to recognize that you are the most powerful tool in facilitating justice-centered conversations. This work starts with self-awareness and reflection, offering a mirror to who you are and a window into what a more just and liberated future can look like.

POWER OVER/POWER WITH

- Power Over is a hierarchical and controlling approach to power where one person or group dominates, makes decisions for, or limits the freedom of others — often without their input or consent. It reinforces systems of oppression and limits collaboration.
- Power With is a shared and collective approach to power that values co-creation, mutual respect, and collective decision-making. It invites others into leadership and centers equity and relationship over control.
- What do you want participants to learn or understand by the end of the activity?

IMPLICIT BIAS

Implicit bias refers to unconscious attitudes or stereotypes that affect how we see and treat others — even if we consciously believe in fairness or equity. These biases are shaped by our environment, media, institutions, and upbringing, and can show up in split-second decisions, assumptions, or reactions.

SELF REFLECTION/IDENTITY AWARENESS

- Self-reflection is the ongoing practice of examining your thoughts, actions, and impact — especially in relation to systems of power and privilege.
- Identity awareness means understanding how your race, gender, class, sexuality, ability, and other social identities shape the way you move through the world — and how the world responds to you.

ADULTISM/AGEISM

- Adultism is the systemic belief that adults are superior to young people. It shows up in how adults control young people's voices, choices, and experiences — often in the name of "protection" or "respect."
- Ageism is discrimination based on age — especially against older adults. It shows up when people are devalued, excluded, or disrespected simply because of their age.

INTERNALIZED OPPRESSION

Internalized oppression is when people from marginalized groups absorb and believe the negative messages that society tells them about their own identities. This can lead to self-doubt, shame, disconnection, or even turning harm toward members of their own community.



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Let these definitions serve as a starting point for creating braver spaces with young people. Building trust and safety is an ongoing process — not something that requires perfection. Take time to reflect on what these concepts mean to you and how they can take shape in the context of your own community.

COMMUNITY NORMS

Community norms are shared agreements about how we want to treat each other in a group. They are co-created guidelines that reflect our values — like respect, accountability, listening, and care — and help us build a culture of safety, equity, and trust. Norms help name what we need to thrive together and give us tools to navigate conflict when it arises.

CONSENT AND PSYCHOLOGICAL SAFETY

Consent is a freely given, informed, and ongoing agreement to participate in an activity or interaction. It means that all people involved have the power and information to say yes, no, or change their minds without pressure, punishment, or manipulation.. It's a foundational condition for authentic participation, belonging, and growth, especially in environments where power dynamics or systemic oppression may be present.

RESTORATIVE JUSTICE MEASURES

Restorative justice measures are practices that prioritize healing and accountability over punishment when harm occurs. Instead of asking “What rule was broken and how do we punish?” restorative justice asks, “Who was harmed, what do they need, and who is responsible for making it right?” These measures focus on repairing relationships, understanding root causes, and transforming the conditions that allowed harm to happen in the first place.

TRAUMA INFORMED FACILITATION

Trauma-informed facilitation means leading with care, consent, and curiosity — recognizing that people carry visible and invisible wounds. It involves creating safety, choice, collaboration, empowerment, and trustworthiness in how we design spaces and hold conversations. Trauma-informed facilitators avoid re-triggering harm and instead prioritize healing, dignity, and agency — especially for marginalized communities.

RADICAL TRUST

Building radical trust is a deeply intentional practice — especially in justice-centered, multiracial, intergenerational, or trauma-impacted spaces. It requires more than being “nice” or “transparent.” It’s about transforming how we relate to power, control, care, and accountability in community.

