

## WHO ARE WE?

After numerous campaign wins and national recognition for their work, Zakiya and Professor Randall continue their work in other areas. Zakiya works with the Wayfinder Foundation as Director of Education Policy and Activism where she helps build the capacity of Black women and other women of color across the USA.

Professor Randall runs [racism.org](http://racism.org) as an active retiree. As of January 2022, Racial Justice NOW! has a shared leadership model with Hashim Jabar and Zakiya-Sankara-Jabar as Co-Directors.



## VISION

RJN! envisions a world free of structural anti-Black racism in education and beyond.

## MISSION

RJN! partners with and organizes across generations of impacted youth, parents, and communities to build and wield peoplepower at the grassroots to advance human rights by challenging systemic anti-Black racism, the criminalization of Black families, and discriminatory policies in education and beyond.

## VALUES

- Truth & Integrity
- Power, Self Determination, Liberation, & Freedom
  - Love, Grace, Cooperation & Relationships
  - Health, Healing, & Well-Being
  - Fun & Joy

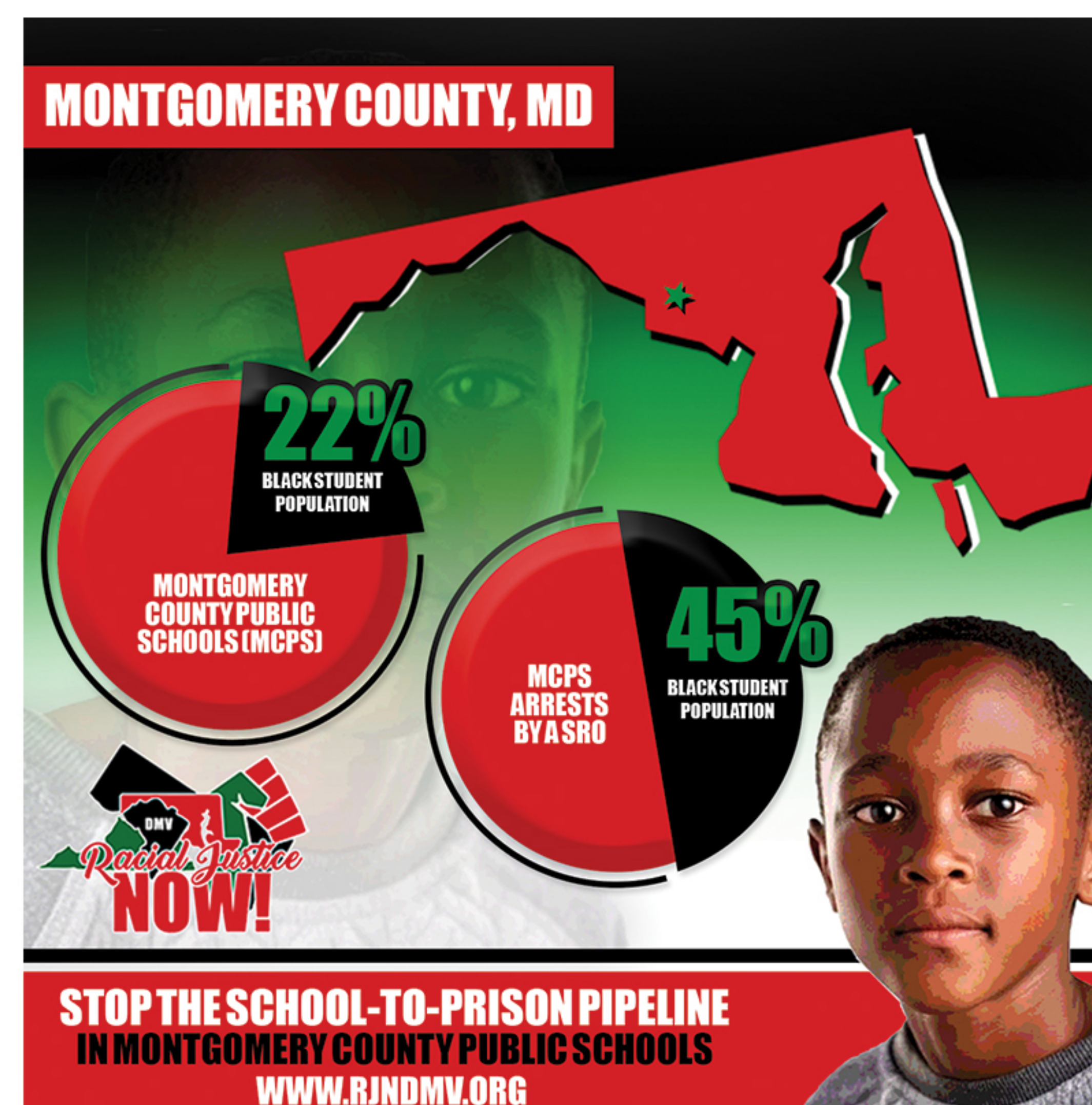
[EMAILADMIN@RJNDMV.ORG](mailto:EMAILADMIN@RJNDMV.ORG)  
FOR TRAININGS OR SPEAKING ENGAGEMENTS

## WHY FOCUS ON EDUCATION EQUITY FOR BLACK STUDENTS?

As a result of many organizing meetings with parents, caregivers and community members, we have learned that school discipline is just a by-product of underlying inequity. In the early years of our organization we focused primarily on school discipline. As our work expanded we saw the need to address root causes related to discipline disparities and inadequate resources, such as implicit bias and cultural relevancy in curriculum and schools.

According to a 2014 Schott foundation study, 100% of Ohio children suspended in pre-k were Black boys. Suspending and criminalizing the behavior of youth is one of many steps that lead to increasing youth incarceration rates. Eurocentric curriculum that disconnects youth from the learning process and the biases of teachers and staff are also contributing factors that negatively effect Black youth.

The national trend of adding police in schools is another great challenge for Black students in educational settings. The historic relationship between Blacks and police is not a positive one and is rooted in racism.



## SUCCESSFUL CAMPAIGNS

- **2017** Statewide bill passed in Ohio to end out of school and in school suspensions for Kindergarten - 3<sup>rd</sup> grade students.
- **2019** Howard County, Maryland - Successfully organized with Howard County community members and educators to get a resolution passed to honor the BLM at School
- **2019** Racial Equity and Social Justice policy Montgomery County, Maryland
- **2021** Successfully organized to have the 2021 - 2022 school year open with no police in schools, for the first time in 19 years.

## CURRENT CAMPAIGNS

- Healing- Warrior Healer Builder
- Promoting Culturally Relevant Curriculum and Culturally Responsive Schools
- Police Free Schools

## SERVICES

- Organizing, Advocacy, Policy, Leadership Development
- Culturally Relevant Curriculum Gallery Walk
- Culturally Relevant Curriculum Toolkit Training

**THE  
SCHOOL  
TO  
PRISON  
PIPELINE**