

OUR COMMITMENT TO RACIAL JUSTICE

The ACLU SoCal views much of its work as directly connected to racial justice. Our work is integral to dismantling racism and white supremacy and creating equitable opportunities and outcomes for all.

Though our work is often grounded in the language, principles, or values of the U.S. Constitution, we recognize that for the first 78 years after it was ratified, the Constitution protected slavery, legalized racial subordination, and proved no obstacle to the virtual genocide of native populations and expropriation of their land. All told, our nation did not outlaw racial discrimination in employment, housing, public accommodations and voting until more than 175 years after the Constitution was written.

While the law promises equal opportunity in theory, the law too often denies it in fact—profound racial disparities persist in health, education, employment, and income across the United States, and these outcomes reflect a combination of structural inequality, overt and covert discrimination, and implicit biases.

For this reason, we are committed to consciously taking racial equity into account and assessing the impact of all our policies and practices. As part of our commitment, we seek to strengthen relationships with impacted communities and organizational partners and identify shared goals and opportunities to advance these goals together.

