



The American  
Professional Society  
on the Abuse of Children<sup>™</sup>

Strengthening Practice Through Knowledge

In partnership with



## APSAC Commitment to Eliminate Systemic Racism and Implicit Bias in the Child Maltreatment Field

APSAC joins with people around the world in expressing our deepest sympathy and condolences to the families who have lost loved ones to senseless violence rooted in racism and implicit bias. We stand in solidarity with all who have pledged to end this scourge. This killing, injury, and abuse must stop.

APSAC believes it is essential to the future of our society that we eliminate racism and implicit bias. [Teresa Huziar](#), Executive Director of the National Children's Alliance, reminds us that slavery is America's original sin. We are struggling with the wounds and ongoing harms of 400 years of systemic racism, its insidious companion implicit bias, and the violence it has spawned.

Racism kills. The deaths noted above and health research shows that racism kills directly and indirectly. When directed at youth, racism is child abuse. It is a form of psychological maltreatment and toxic like physical and sexual abuse.

Our efforts to address racism and implicit bias, including cultural sensitivity and diversity training are a start but they are not enough. There are many layers and much complexity to this deeply ingrained injustice. It will take decades of sustained effort on many fronts to eradicate. Despite the huge task before us, there is a guiding principle. Do the right thing. Regardless of the consequences to one's career, comfort, or material well-being, do the right thing.

At this pivotal moment in our nation's history, APSAC commits to an enduring effort to develop, monitor and regularly update an "APSAC Action Plan to Eliminate Systemic Racism and Implicit Bias in the Child Maltreatment Field." This action plan is central to APSAC's mission. It requires all of our participation, listening closely to others, learning, changing ourselves, and changing our practices. It requires resources. [The Princeton Theological Seminary \(PTS\)](#) plan to address

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the injustice of slavery along with racism and implicit bias provides one example. The objective of the PTS plan is also APSAC's objective to "commit to tangible action to shape [our] community's future in meaningful, lasting ways."

Signed,

The Board of the American Professional Society on the Abuse of Children

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