

AFFIRM LAB
Anti-Oppression Statement

We are committed to promoting an **anti-oppressive** educational and professional environment that actively strives to dismantle racism, sexual harassment, oppression, exploitation, stigmatization, intimidation, and all forms of discrimination, including—but by no means limited to—discrimination based on race, ethnicity, religion, sexual orientation, citizenship, refugee-status, gender identity and/or expression, socioeconomic status, age, ability, and their intersections.

Our dedication to anti-oppression is integral to our laboratory culture and the research we conduct. Thus, Affirm Lab members are expected to commit themselves to an anti-racist, anti-oppression, and activism-oriented approach to research, consistent with our lab's mission to improve mental health therapy for stigmatized youth.

Each member of our team strives to be anti-oppressive in the following concrete ways:

- We engage in **self-examination** individually and as a group. Examples:
 - During our bi-weekly anti-racism meetings, we examine the ways we engage in racism (through activities and discussion), and determine methods to reduce these enactments in multiple contexts.
 - When conducting qualitative research, we discuss and write about our privileged and oppressed identities, our biases, and the ways in which they may impact our participants and findings.
- We are involved in **action-oriented anti-oppression efforts**, such as: attending anti-racist events (e.g., protests, workshops), creating anti-racist curriculum, engaging in anti-racist efforts in our communities (e.g., contributing to mutual aid networks, volunteering to increase voter access, advocating for policy change), and creating and disseminating anti-racist resources for researchers.
- We actively **engage the communities** we seek to help in research through active collaboration (e.g., participatory stakeholder engagement) to ensure that our work addresses the needs identified by the target communities.
- We discuss and seek knowledge about **anti-oppressive language**, continuously update our language based on ever-evolving standards endorsed by the communities we seek to serve, and use it in our research products (e.g., papers, posters, presentations)
- We practice **intergroup communication** about our identities, biases, and microaggressions. For example, we strive to take responsibility and apologize when we hurt others in oppressive ways (e.g., misgendering team members).
- We collaborate on **personal and professional anti-racist efforts**, such as brainstorming how to have productive conversations with loved ones and colleagues about their racist behaviors.
- We conduct **anti-oppressive research** that seeks to shed light on the strengths and experiences of stigmatized communities. Thus far, our research has examined the experiences of LGBTQ+ youth (both broadly, and specific to trans/non-binary youth),

girls, and youth of Color (both broadly, and specific to racial groups), as well as youth with multiple stigmatized identities.

- We strive to address **intersectionality** in our research by examining multiple areas of power/privilege and oppression as they relate to the multiple and intersecting identities of our research participants.