
P-CoC Inc | Parenting Children of Color

P-CoC Inc. | Parenting Children of Color, a professional society, and its community social circle groups are dedicated to supporting marginalized individuals at the intersection of race, color, and ethnicity.

P-CoC's mission is to create meaningful change by exclusively championing initiatives that promote racial, color, and ethnic equity for persons of color, focusing on fostering ethno-cultural expression, ensuring fair treatment through actionable support, and providing education for all.





“Understanding the neuronal basis of behavior is critical in treating the social pandemic of racism, colorism, and ethnic-othering at its core.” - Dr. D-L Y Lang, Founding President, P-CoC Inc



OUR HISTORY

"Juneteenth," celebrating the date of the emancipation of the last slaves, also marks the first meeting of this Education-Advocacy group, P-CoC Inc | Parenting Children of Color, on June 19th, 2020, at the residence of the Founding President, Dr. Damaris-Lois Yamoah Lang. Dr. Lang highlights that although the Universal Declaration of **Human Rights proclaims that all humans are born equal**, systemic racial hierarchies persist, deeply rooted in historical classifications of race. These constructed ideas of racial superiority and inferiority continue to affect behavior today through "socio-epigenetic" effects.

Furthermore, Dr. Lang points out that current diversity, equity, and inclusion initiatives may inadvertently reinforce disparities, as **the notion of "whiteness" as the standard can lead allies to adopt a paternalistic attitude**. Dr. Lang also **calls for reclassifying ethnic identities to move beyond racialized categories, promoting authentic recognition of ethnic backgrounds** without perpetuating inequality, which she believes will foster a more equitable society.

Dr. Lang empowered her students to impact the social world by understanding the biology behind social behaviors. **The idea for P-CoC Inc. emerged when several students urged her to lead a mobilization effort, asking, "Professor, why don't you start something, and we'll continue where you left off?"**

Dr. Damaris Lois Yamoah Lang, founding president of P-CoC Inc., discusses the **biological basis of social expressions and their impact on equity**, focusing on the neurological effects of racism, colorism, and ethnic othering. Dr. Lang, whose doctoral research focuses on the neurobiology of behavior, particularly paternal care, explained that social behaviors—such as racism, colorism, and ethnic othering—are rooted in the brain's perceptions.

Dr. Lang emphasized that addressing racial, color, and ethnic inequities in society **requires interrupting the negative external influences that shape these perceptions**. These influences activate the brain's innate survival mechanisms. From our neonatal years, the brain naturally prioritizes recognizing familiar facial features and skin tone in the fusiform area for a sense of security. In contrast, unfamiliar ones trigger the amygdala, causing discomfort and raising alertness for potential protection from harm.

The problem deepens when these natural responses become linked to consciously crafted stereotypes, which, over time, develop into unconscious bias, reinforcing racial, color, and ethnic stereotypes. This creates a feedback loop where instinctual reactions merge with learned behaviors, eventually manifesting as unconscious social behaviors that influence our interactions and outputs. **Prolonged exposure to discrimination and stress can cause changes in brain structure, affecting behavior and perpetuating cycles of inequality.** For marginalized communities, these effects can lead to internalized racism, while “White” individuals may experience implicit biases, impacting decisions and actions.



THE SOLUTION



Issues surrounding race, color, and ethnicity stem from human behavior within societal structures. Understanding behavior requires exploring the various dimensions of human existence, including social, natural, spiritual, cognitive, and conscious aspects. **In a pluralistic world, individuals perceive these dimensions through these diverse and unique lenses, shaping their experiences and influencing interactions.** These perspectives form the foundation of one’s ethos, with people adopting these principles in diverse ways. **Acknowledging our differences is the true essence of diversity—just as puzzle pieces fit together because of their differences.** P-CoC emphasizes the importance of recognizing and navigating these differences, **fostering equitable coexistence across race, color, and ethnicity, and ultimately uniting humanity as one.**



Education

Through our **student-centered initiatives**, we create spaces for dynamic networking and collaboration, empowering students of color to embrace leadership, equity, and unity. In partnership with schools, we provide professional development, support affinity groups, and offer internships, mentorship, and workshops to help students navigate academics, careers, and cultural identity while promoting equitable coexistence.



Support

Through our work, we **foster empowered support** that embodies the ideology of one human race while embracing our authentic ethnic uniqueness and celebrating the diverse skin tones that enrich our humanity. We provide support for individuals and communities, helping them genuinely experience equitable coexistence and encouraging the embrace of harmonious living in our pluralistic society, grounded in our shared humanity.



Outreach

Through cultural exchange events, we **celebrate ethnic heritages** and foster a sense of belonging and social relevance. We display uplifting messages to support marginalized individuals affected by race, color, and ethnicity, helping to reduce negative stereotypes. Our local social circle hubs create collaborative spaces for exploring solution-oriented approaches to societal challenges that promote equitable coexistence.



WORK PHILOSOPHY



P-CoC Inc. was founded to exclusively empower marginalized individuals affected by race, color, and ethnicity. Recognizing that racial hierarchies, colorism, and ethnic discrimination persist today, the organization works to promote unity and dismantle these injustices, focusing on shared humanity while addressing ongoing prejudice.

The organization ensures its work remains firmly focused on the critical issues of race, color, and ethnicity, staying vigilant against 'Interest Convergence.'

This phenomenon occurs when other forms of marginalization—beyond race, color, and ethnicity—distort solutions, diluting efforts that prioritize these core issues. It can also lead to the influence of racially privileged individuals who share other marginalized identities, pushing solutions that serve their interests instead.

To safeguard against this, P-CoC's founding principles are exclusively centered on Human Protective Rights (HPR) related to race, color, and ethnicity. The organization avoids tokenism and remains committed to driving authentic progress. All P-CoC's events and programs utilize dedicated spaces to ensure the work stays focused, measurable, and impactful.



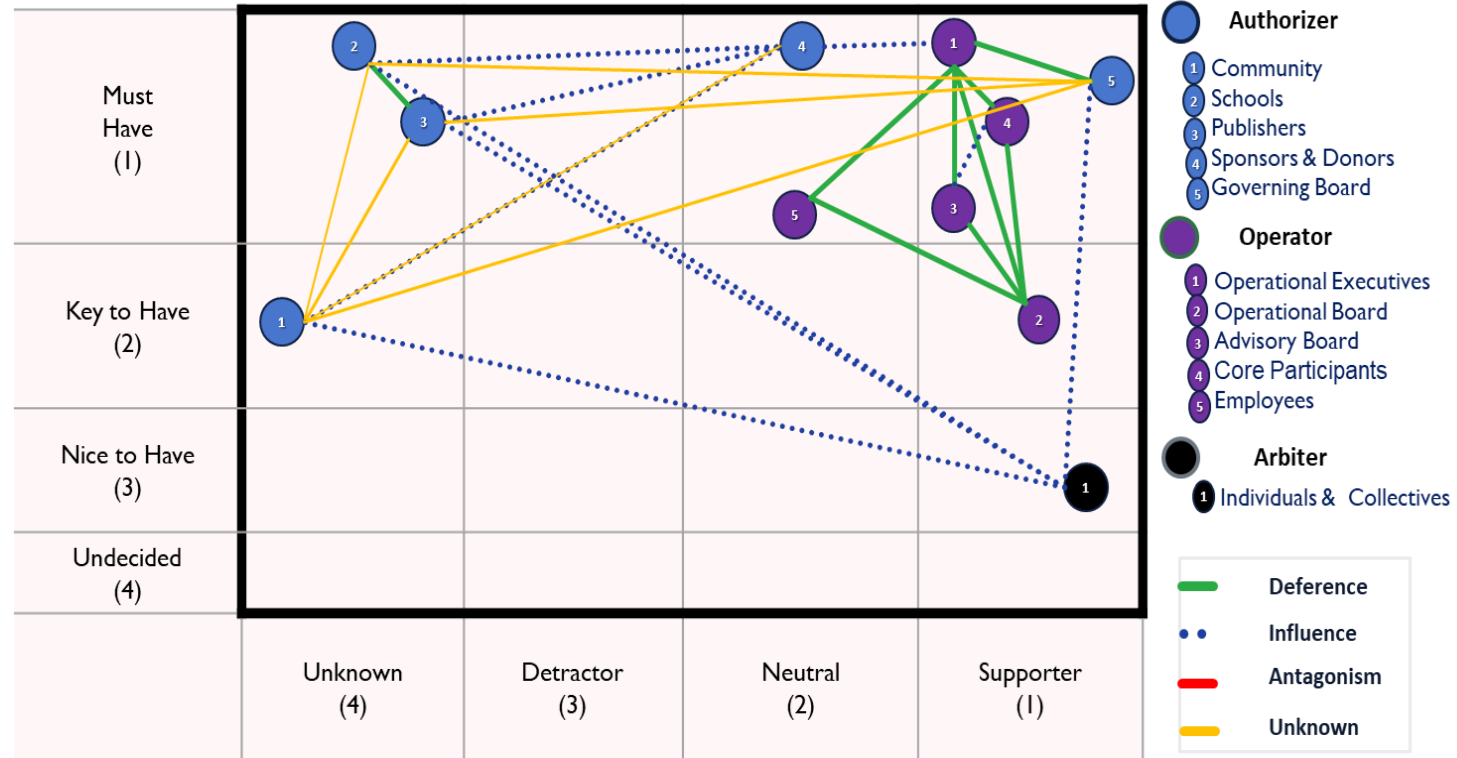
OUR APPROACH

P-CoC Inc. stands out because of its holistic approach to **fostering unity through equitable coexistence in our pluralistic world**. It uniquely focuses on empowering individuals and communities to **pursue solution-oriented action that promotes both individual growth and collective social harmony**. The organization champions the **ideology of one human race, enriched with diverse skin color shades, embracing ethnic diversity** as a core strength.

ONE SINGULAR HUMAN RACE



WITH ETHNIC DIVERSITY



Adopted from:
 Wilkinson, R. (2020). *Lectures on stakeholder influence maps* [Image]. In G. Veth & M. Moore, *Analytic note: Coalition building (Individualized assignment) in creating collaborative solutions* (CCS 2020).

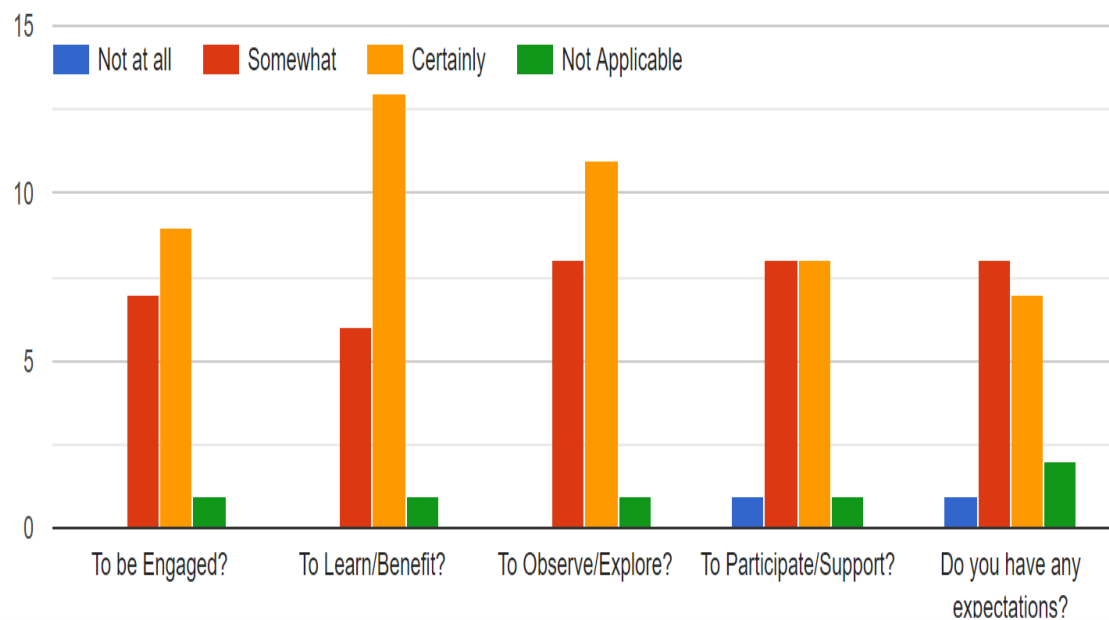
Figure: This visual represents the relationships and influence dynamics among various stakeholder groups within an organization. The x-axis denotes stakeholders' stance, ranging from "Unknown" to "Supporter," while the y-axis signifies their importance, from "Must Have" to "Undecided." Different colored nodes represent stakeholder categories such as the community, schools, governing boards, and operational teams. Lines between nodes illustrate relationships: green signifies respectful acknowledgment of authority or expertise, blue indicates power to affect decisions or outcomes, red represents conflict or opposition (not present in this chart), and yellow denotes relationships with uncertain dynamics. The chart captures both individuals and collectives, mapping their interconnected roles in achieving organizational goals.



Evaluation Impact

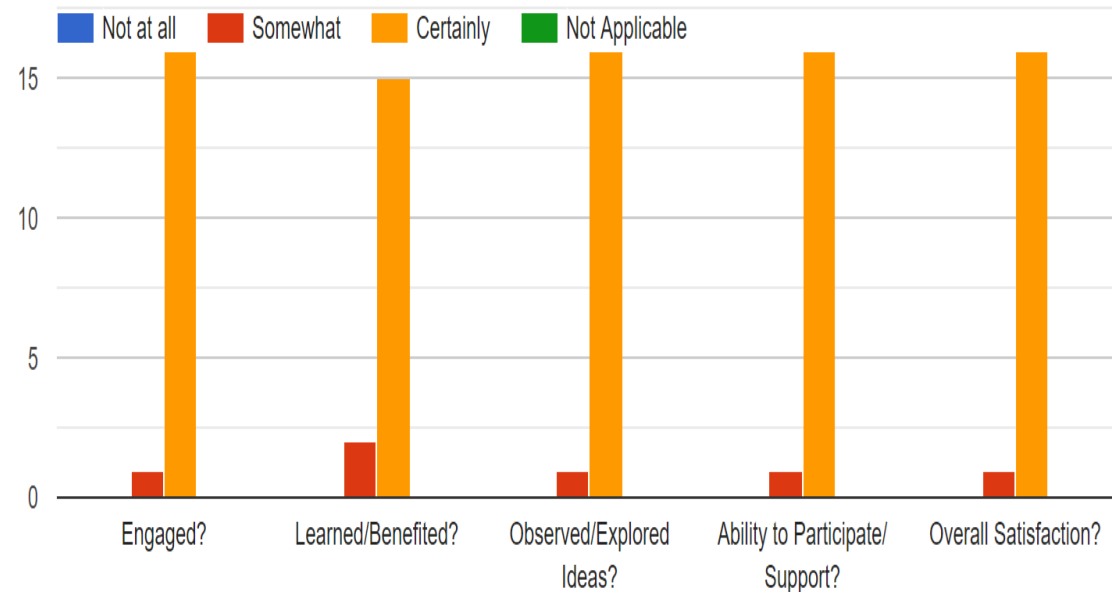
Pre-Surveys Before our Events | Programs

Before you attend this event, what expectations do you have in the following areas?



Post-Surveys After our Events | Programs

After attending this event, were your expectations met in the following areas? *



[CLICK HERE FOR MORE PAST EVENT EXCERPTS](#)



Evaluation Stories

I found this evening compelling, richly informative, and important to my education and growth. Please do more of this.

This was really informative and relevant to our work with students and teachers.

Excellent and timely

As always, a great, informative event.

Liked the science + sociology combination.

I enjoyed the content and productive dialogue.

Wished there was more time for discussion.

Wonderful speakers!

It was well put together and very informative and engaging.

The information shared is important, timely, and necessary. Great workshop!



Thank You



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