

#ROOTCAUSERACISM

What's your next step?

Deondra Wardelle set a Challenge and brought us together with a vision for a better world for Baby Jae.

“Wouldn't it be great if we shared our historic or recent experiences with systemic racism? Could we offer meaningful plans of action to dismantle racism within our areas of influence via daily blogs and a closing panel discussion?”

Community Involvement & Individual Activism

Tracy Defoe

- What are the small anti-racism actions you can take daily? Write a personal anti-racism plan; it can be as small as a post-it note. Keep it close. Live up to it.

Mark Graban

- When people are hurting, go see, ask why, and show respect. Humbly aim to respect all people. The idea of “go and see” doesn't mean going and imposing our views. It means going and listening to their perspectives and realities.

Pastor Janae Pitts-Murdock

- Reflect on your social circles. Who's in? Who's not? How does your circle talk about others? What are you going to do with your reflections?

Elisabeth Swan

- If you're creating a panel of experts, forming a team, inviting guests to interview on your podcast or hiring staff, set a goal for diversity of voices and find new sources.

Business/Corporate Responsibility

Bella Englebach

- Examine your own biases, blind spots, clarify your values. If we are white, we must go to the gemba of Black people's lived experience. Watch and deeply listen until we start to understand what is happening.

Sabrina Malter

- Are you a kata practioner? Set up your own team kata coaching session towards equity and inclusion, or read our list of next steps and put one of them into action.

Joy Mason

- In addition to *voluntary* training and reading books on racism, consider a six sigma approach to examine the problem (or challenge) and root causes more deeply compared to a plan of simply diversifying the workforce.

Education

Jennifer Geroski Willoughby

- Acknowledge that there are barriers to learning for our students of color.
- Learn what those barriers/systems are, and how we might be contributing to them.

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What's your next step?

- Pick a book that teaches about the systems of racial inequality and racism that we take part in as educators. Start a book club with your colleagues at school.

Michelle Pennix

- Abolish standardized testing.
- Ban suspensions.
- Create curriculum that cultivates curiosity.

Healthcare

Debbie Sears Barnard

- Collect data on health disparities and regularly and transparently share results.
- Make health equity a strategic priority. Decrease institutional racism in the organization.
- Develop partnerships with your local community.

Dr. Katasha Butler

- If you are in a leadership role in healthcare, make sure you champion diversity and inclusion. Representation matters.
- When evaluating candidates, look beyond the technical skills and look at additional factors when determining who should join your team.

Government

Brunessa Drayton

- Elect individuals who are open to a dialogue about systemic racism and its impact on the African American community.
- Reach out, thank your legislator for supporting Senate Bill S. 2163, *"Should a Federal Commission Study the Social Status of Black Men & Boys?"* Keep them accountable.

Denise Herd

- Hold our elected officials accountable and ensure that the laws and policies they are enacting will truly uphold and provide justice for all.
- Follow and engage with your city, state and federal elected officials on social media.

The Arts

Deonna Craig

- Parents, Educators and Community Leaders – Surround children with art and activism. Introduce them to artists of colour and their work. Get your hands dirty and make art!
- To our Youth – When you don't have words to speak your truth, lean on art. Draw it out, dance it off, paint it away, but ALWAYS speak out. Your truth will not be silenced!

Karyn Ross

- Combine art, kindness and creativity into art activism, a countermeasure to root causes of systemic racism and other failures of kindness.
- Try art activism yourself. Draw what a world without system racism looks like to you. Make simple stickers with anti-racism and kind messages. Wear them and hand them out.