

10 WAYS TO START A CONVERSATION ABOUT RACE

Here are some simple ways to get involved with Kellogg's National Day of Racial Healing (<https://healourcommunities.org/day-of-racial-healing/>), which encourages all people to begin and continue conversations about race, equity, healing and reparations.

When grounded in empathy and oriented toward equity, racial healing has restorative potential, and affirms the inherent value of all people. This process provides opportunities to acknowledge and witness the wrongs created by individual and systemic racism, and to determine reparations for people, communities and institutions. The first thing you can do this year, is join Race Forward and our other racial equity anchor organizations this **Tuesday, January 22, for a digital town hall** (<https://twitter.com/REanchors/status/1087362682313891842>). And here's more that you can do, year round:

INDIVIDUALS

- Are there people in your life you've been wanting to discuss race or racism with, but haven't known how? Host a dinner conversation (https://healourcommunities.org/wp-content/uploads/2018/12/NDORH_ConversationGuide_2019_V6_12-10-18-FINAL_proofed.pdf) in your home – and whenever possible, invite people from different backgrounds and cultures.
- Use this conversation (https://healourcommunities.org/wp-content/uploads/2018/12/NDORH_ConversationGuide_2019_V6_12-10-18-FINAL_proofed.pdf) guide to create an open, non-adversarial environment.
- Read books to the children in your life that affirm the identities and backgrounds of all children. Get ideas from the American Library Association's Unity, Kindness and Peace Reading List (<http://www.ala.org/alsc/sites/ala.org/alsc/files/content/compubs/booklists/Unity.%20Kindness.%20Peace%20%281%29.pdf>).

EDUCATORS

- Reach out to the Association of American Colleges and Universities (<https://www.aacu.org/trht-campus-centers>) to collaborate on their efforts as an official partner in Truth, Racial Healing & Transformation efforts.
- Organize a time for students to create art – visual or written – that reinforces and honors our common humanity, while celebrating the distinct differences that make our communities vibrant.
- Organize an age appropriate conversation with the children to first find out what they know about race. For example, the question might be as simple as asking what they know about Asian, Latino/Hispanic, African-American, White, and American Indian/Native American people.

BUSINESS LEADERS

- Make a dollars and cents (sense) argument that companies/businesses who have implemented culturally appropriate/racially equitable strategies are profitable. Use the W.K. Kellogg Foundation's Business Case for Racial Equity (<http://www.wkkf.org/resource-directory/resource/2013/10/the-business-case-for-racial-equity>).
- Create a Diversity Proclamation and invite businesses you are aligned with to sign; encourage all participating businesses to frame and proudly display the proclamation at their place of business. (Download a template here (<https://healourcommunities.org/wp-content/uploads/2018/12/Organization-Proclamation-NDORH-2019-template.docx>).
- Ask your mayor to issue a local proclamation, naming January 19, 2019 the National Day of Racial Healing. (Download draft proclamation text here (<https://healourcommunities.org/wp-content/uploads/2018/12/Government-Proclamation-NDORH-2019-template.docx>).

FAITH LEADERS

- Hold a special service, prayer gathering or meditative session in honor of racial healing.
- Identify faith-based activists, nonprofit organizations and others who are engaged in community racial healing. Invite them to co-develop a Day of Racial Healing event with you.
- Join the conversation on social networks using the hashtags #HowWeHeal and encourage others to do the same.

PHILANTHROPISTS

- Become an active part of the solution year-round. Invest in educational programs directly tied to discussing and fostering a positive environment of racial healing.
- Provide scholarships or grants to students of all ages to support meaningful activities related to advancing racial equity and diversity in your local community.
- Take to social networks with a show of support using the hashtags #HowWeHeal and #TRHT (Truth, Racial Healing & Transformation).

LIBRARIANS

- Dedicate your children's story hour to the National Day of Racial Healing.
- Host a film screening, musical conversation, cultural event or storytelling session.
- Explore WebJunction's Access and Equity (<https://www.webjunction.org/news/webjunction/national-day-of-racial-healing-2018.html>) topic area, as a basis for exploring racial equity opportunities with your colleagues.