

NEWSLETTER

Diversity, Equity & Inclusion



Day Nineteen - Tools for the Racial Equity Change Process

Over the past 19 days, we have learned how racial inequities permeate our communities on individual, institutional and systemic levels. We are all impacted by the system of racism in our country and therefore all responsible for dismantling the structures that allow it to persist. [To be antiracist is a radical choice in the face of history](#). Change is possible and there are many tools we can employ as individuals and organizations to drive individual and community transformation. We will highlight a few of these tools below, but encourage you to explore [Racial Equity Tools](#), a comprehensive site of resources designed to support learning, planning, acting, and evaluating efforts to achieve racial equity.

Creating equitable outcomes also requires that we change the way we talk about members of our community, focusing on their aspirations rather than their challenges. In practice, this is called asset-framing and uses narratives to change the unconscious associations ingrained in our society. The opposite practice of deficit-framing, or defining people by their challenges, encourages continued stigmatization of groups of individuals.

Today's Challenge

Option 1: Learn more about how the [Skillman Foundation](#) (10 minute read and videos) is using asset-framing in their work with Detroit children, and watch videos from Trabian Shorters, founder and CEO of BME Community, discuss how to put asset-framing into practice.

Option 2: Work to become antiracist – learn from [Ibram Kendi](#) (10 minute read). Reflect on how you feel after reading. Explore what the reading taught you.

Option 3: One of the best ways to continue to build empathy and learn about race is to start a conversation. [Read Race Forward's 10 Ways to Start a Conversation About Race](#) (5 minutes), then start a conversation with friends, family, school and work colleagues.

Option 4: If you have children in your life it's never too early to begin talking about race. [Explore the many resources provided by Embrace Race to start the conversation with children and youth](#) (Resources).

UWMI Staff Pick

[The Symbols of Systemic Racism and How to Take Away Their Power](#) (6:53 minute video) – Warning this video is graphic

Tomorrow's topic: Final Reflections

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