



RACIAL EQUITY

CONVERSATION

SERIES

PRESENTED BY:



MID-OHIO REGIONAL
MORPC
PLANNING COMMISSION



Atlanta Regional Commission



RACIAL EQUITY CONVERSATION SERIES

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PROLOGUE

It was an early July afternoon. We were talking by phone. George Floyd had been murdered on May 25, as millions of Americans watched in horror and disbelief the nine-minute agonizing, debilitating death of a human being for no justifiable reason. Millions more around the world would see video of the event multiple times, throughout the subsequent weeks. Before the Floyd murder, Breonna Taylor had been killed on March 13 and Ahmaud Arbery on February 23. The Taylor and Arbery killings had been largely unknown, outside of their home states, until the very public death of George Floyd. Then, the horrific circumstances around both of their deaths became more widely known. In one-way, white people were “waking up,” so to speak becoming aware of the frequency and senselessness of the unwarranted killings of unarmed people of color. In reaction, people around the nation and the world erupted in protests, making demands for police reform and other social justice reforms.

As colleagues and friends, we shared with each other our observations and feelings about the social protests that were occurring across the nation and the world. And we shared our concerns about not enough proactive leadership in our regions in Columbus, OH and Atlanta, GA. Both of us serve as leaders for regional agencies that convene elected and nonelected community leaders for our respective metropolitan regions. In this regard, our agency staffs are often monitoring currents of change and public sentiment, as a part of our role to help our community leadership make policy decisions about how we grow and develop. We both felt our local governments and agency boards were not moving or moving fast enough, in response to the concerns and anger being expressed by their residents, and in some instances their staff members, who were marching in protest to current policing practices, policies and other forms of perceived injustice.

The oft undiscussed matters of race and racial equity had burst forth to the surface of our everyday reality and our communities were flailing about, searching for constructive ways to respond. Should we make agency statements? What might the statements say? How should our work change or evolve to show that we were not insensitive to or tone deaf to the cries of anguish being expressed about the long history and legacy of racism in our country? These and more were the questions the two of us discussed that afternoon, as we shared with each other our personal stories and feelings about all that was occurring in the nation. We decided we would like to continue talking about these matters in the upcoming weeks. A single discussion on one summer afternoon was not sufficient to hold this conversation, let alone, advance it toward a sense of action.

We resolved to continue the discussion with each other. We then wondered if our colleagues across the region had similar concerns. Once we gauged our colleagues’ level of interest the journey of planning a conversation series began. We asked two of our experienced and talented staff leaders to join us – Niel Jurist from William’s team at MORPC and John Hammond from Doug’s team at ARC. Their expertise, dedication, and good humor were critical to advancing the series. And, we’re so grateful that over 30 of our regional council colleagues from across the country joined in to share their journey, learning, and experiences. Together each of the participants helped to co-create the overall effort.

We began this knowing that our efforts would not solve race relations in Columbus, Atlanta or anywhere else in the nation. However, our hope was that we could start a conversation with some of our colleagues, which would take on a life of its own and maybe, just maybe, as a group we could find our way together, to begin personal and agency initiatives to foster racial reconciliation in ourselves, our work, and in the communities we serve. A very large hope for a very small corner of the world. But a start nevertheless!

Nothing about this resource guide is intended to be gospel. In fact, just the opposite is true, it is a living document, one in which we hope you will breathe a life force of your own experiences and reflections into. We hope this guide will assist you as you begin to have these critical conversations with your board and your staff to help eliminate racial barriers in your communities.

We look forward to continuing the conversation and learning about your efforts. We wish you the best of luck and much learning on your journey of racial learning, healing and equity building.

Kind regards,



Doug Hooker
Executive Director



William Murdock
Executive Director

CHAPTER 1: ORGANIZING THE SERIES

In response to interest expressed from executive directors across the nation regarding protests against racial injustice in our country, the planning team, led by William and Doug issued an invitation to interested parties to participate in a conversation series focused on racial equity (see Appendix A). To fully participate in the series, attendees were required to complete the first session. A make-up session was offered to individuals who were not able to participate in the first session due to schedule conflicts.

In thinking about the structure of the series, we wanted to create a safe space for our participants, one free from judgment and one where individuals were empowered to be their authentic selves. To accomplish this task, we established the following guiding principles to help facilitate the discussion:

RULES OF ENGAGEMENT

- ✓ Communicate with truth, courage, and compassion – no one knows your truth better than you; it may not be popular or socially desirable, but nothing changes if you don't name it, face it, and let alternate views enter your internal dialog.
- ✓ Believe that you have something to learn from each encounter – open your mind to the belief that each conversation and perspective can lead you to ways of knowing more aligned with your higher purpose.
- ✓ Owning/naming/communicating (when you can) your emotional state is GOOD – conversations about race are emotionally charged – naming your emotional state makes it more likely that you intentionally and actively (rather than passive-aggressively) interrogate what underlies your feelings and actions.
- ✓ The focus of the conversation in the room is race/race relations/racial equity – not gender, sexual orientation, or class...unless these intersect with race in a way that you can name; these are worthy, but different conversations from the ones we are called to at this moment.
- ✓ Seek to understand and call out the symbols of power and privilege evoked in your conversation – e.g., don't say urban, if you mean black; don't say under-resourced, if you mean communities of color. Symbols of power and privilege often, and unintentionally get evoked – we will try to identify and bring them into view (respectfully).
- ✓ Cross-racial conversations on race are difficult. The optimal environment in which cross-race conversations about race take place can best be characterized as safe, not comfortable.
- ✓ Unlearning what has taken a lifetime to acquire, will take a life-long commitment – don't get stuck on guilt and/or shame – while these typical emotive responses to awakening, these emotional states should be viewed as phases, and not end-states.

PRACTICAL TIPS ABOUT SOLICITING INTEREST, ESTABLISHING DATES

Prior to the launch of the *Racial Equity Conversation Series*, Doug and William sent out an exploratory note to determine the level of interest in the executive directors participating in a conversation about race and racial equity. We received positive responses from nearly 30 regional council colleagues from all across the country: rural and urban, east coast and west, midwestern, and southern regions.

Once the level of interest was determined, an online survey was sent out to determine the best dates and times to meet. In determining times, we wanted to be respectful of different time zones.

One of the requirements in the series was attendance. To participate in the full conversation series, individuals were required to attend the first session. Recognizing that not everyone could attend, a make-up session was offered to accommodate schedules.

PREPARING THE RUN OF SHOW AND AGENDA

In preparing for the series, we created a run of show – a detailed outline of items with individual responsibilities assigned to each planning team members (see Appendix B). This document was critical in ensuring that each person on the planning team was assigned to a specific task and provided talking points to help guide the discussion.

For the initial conversation, we prepared an agenda to help guide the conversation (see Appendix C):

AGENDA

August 14, 2020
1:30 p.m.

- I. Welcome & Introduction**
William Murdock, MORPC
Doug Hooker, ARC Execu
- II. Overview & Expectations**
Níel Jurist, MORPC Director of Communications & Engagement
John Hammond, ARC Sr. Director, Center for Community Services
- III. Breakout Sessions**
All participants
- IV. Wrap up & Next Steps**
Doug Hooker
William Murdock

After session one, a suggested list of readings was sent out to participants on understanding race and racism in America to help frame future conversations in the series (see Appendix D).

CHAPTER 2: RACE AND OUR PERSONAL JOURNEYS

For our initial session, *Race and Our Personal Journeys*, we began with opening remarks and an introduction about the series from Doug and William, followed by John who introduced the rules of engagement. Niel, who provided instruction on how participants can join the breakout rooms for smaller discussions. Each group was assigned a scribe to capture notes without attribution.

BREAKOUT SESSIONS

Recognizing that conversations about race can be uncomfortable at times, we began introductions, asking participants to share the following questions:

- Name?
- Racial Identity?
- Organization?
- What do you hope to get out of these conversations?



During the breakout sessions, we asked the participants to share their personal journey with race:

1. What is your earliest awareness of race? How old were you and what were the circumstances that created the awareness?
2. Thus far in your life, what has been one of your most memorable experiences? Not what you witnessed, saw, or heard someone else doing/experiencing, but what has been your most memorable, personal encounter with race?
3. OPTIONAL – What has been your reaction to the protest in the wake of Ahmaud Arbery, George Floyd, and Breonna Taylor's deaths?

For this session, we dedicated 45 minutes to give everyone adequate time to respond. We then reconvened to the larger group to share their reflections, provide next steps and final thoughts.

After the session concluded, the planning team met to discuss how the initial session went. One of the key take-a-ways was that there was a desire by the group to spend more time in the smaller break-out rooms. In planning for the second session, we decided to allocate more time to allow for a robust discussion on topics.

Another key takeaway was to assign small groups ahead of time and to share the links one at a time in the chat feature of the platform. We learned that sharing all the groups at once caused a bit of confusion when attendees were trying to move into the breakout rooms.

Finally, we learned that assigning homework would allow more time for reflection and would help set the tone for the next session. For session two, *Race and Our Community Histories*, we assigned participants with an activity to complete, along with readings to reflect prior to the next session (see Appendix D).

CHAPTER 3: OUR REGIONS' HISTORY WITH RACE



Race is an integral part of the American journey. Almost every community has had a history of racial or ethnic strife and violence. In session two, we explored the impact of racial inequities on perspective communities. In session two, we explored participating regions' history with race. We examined significant historical racial events that may have shaped their region.

Participants were asked to consider responses to the following questions in the second breakout session:

1. Name one or two racial events that you have defined racial dynamics for your region/major city in your region.
2. How do these or other racial dynamics show up today in your region?
3. Is the community you serve the same as the community in which you grew up or spent substantial time in?
4. How have the demographics of your community changed since its founding (as best you could determine)?

In preparation for session three, *Race Dynamics in the Planning Profession*, participants were asked to read assigned articles and be prepared to discuss. Participants were also asked to choose one of the four areas of discussion (see Appendix E):

- Transportation
- Housing
- Economic and Workforce Development
- Environmental Issues/Justice

We determined the level of interest for each area by disseminating a survey in advance using Survey Monkey. Once we received the responses, we assigned groups and a coordinator to help facilitate the small group discussions.

CHAPTER 4: RACE AND THE PLANNING PROFESSION

For session three, *Race and the Planning Profession*, we abbreviated our opening remarks and reflections from session two to allow for more time in the breakout sessions.

Participants were preassigned to the following groups based on identified interests, along with a coordinator to help guide the discussion:

1. Transportation
2. Housing
3. Economic and Workforce Development
4. Environmental Issues/Justice

Participants were asked to then apply a racial equity lens to the topics they were assigned. For the activity, participants were asked to highlight the racialized issues in play, as well as the corresponding racialized practices and policies that may have resulted in the inequity identified (See Appendix E).



In preparation for the final session, *Race and Racial Equity* in the four-part series, participants were encouraged to select one of the following areas of focus areas to discuss in small focus groups (Appendix J):

1. Board Engagement
2. Staff Engagement
3. Community Engagement
4. Personal/Professional Engagement

In addition to completing an online survey to select their interest, participants were asked to come prepared with examples and questions to share to help guide the conversation. More specifically, they were asked to reflect on the aforementioned topics through the lenses that have been developed during our previous sessions: race and your individual journey, race and our community histories, race and the regional planning profession.

CHAPTER 5: RACE EQUITY AND REGIONAL COUNCILS

For the final session of our four-part series, participants were broken into smaller groups/breakout sessions based upon the topic they selected:

- Board Engagement
- Staff Engagement
- Community Engagement
- Personal/Professional Engagement

A scribe was assigned to capture information to be shared with the border group. Each group was asked to consider the following questions in their group discussions:

1. What challenges do we face with advancing a commitment to racial equity?
2. What might we learn from each other?

Once the group reconvened, each reported a summary of their discussion. As the series came to a close, the following next steps were proposed and agreed upon by the participants:

- The planning team from ARC and MORPC will gather the information collected over the past six weeks to create a resource guide to help executive directors facilitate conversations at their respective agencies.
- Participants were encouraged to continue the conversation with one another to be a resource for one another and to learn about community resources and best practices.
- A recommendation was made to reconvene the group in six weeks to check-in to see how things were progressing in their organizations.

AFTERWARD: REFLECTIONS



*“We at the height are ready to decline.
This is a tide in the affairs of men
Which, taken at the flood, leads to fortune;
Omitted, all the voyage of their life
Is bound in the shallows and in the miseries.
On such a full sea are e now afloat,
And we must take the current when it serves,
Or lose our ventures.”*

Brutus speaks these words in Act IV, scene ii in order to convince Cassius that it is time to begin the battle against Octavius and Antony. He speaks figuratively of a “tide” in the lives of human beings: if one takes advantage of the high tide, one may float out to sea and travel far; if one misses this chance, the “voyage” that one’s life comprises will remain forever confined to the shallows, and one will never experience anything more glorious than the mundane events in this narrow little bay.

I believe this is where we are, the rising tide of social unrest, and the increasing level of racial awake-ness among white people presents us with an opportunity to move beyond the shallows of our parochial/provincial understanding of each other. We have a chance, if we seize it, to wander out into the deep water where the currents of our common humanity would carry us to places far beyond the horizons.

I believe the first step is to put aside our fears and engage one another in authentic conversations about race: our fears about race, our assumptions about race, and our hopes regarding race. The work that we have done is a good first step. I am excited to share this blueprint with others and encourage them to seize the moment – aim for the deep water.

– **John B. Hammond, III, ARC**



In 1961, author James Baldwin was asked about what it means to be Black in America. Baldwin eloquently responded, *“To be a Negro in this country and to be relatively conscious is to be in a state of rage, almost all of the time...”* In 2020, Baldwin’s words could not ring truer as many of us watched the death of George Floyd. But sadly, death’s like Mr. Floyd’s have become far too common in our society. But what made his death so impactful was the inhumanity captured on video for the world to see. Proceeding Floyd’s death was another Black man, Ahmaud Arbery, and a Black woman named Breonna Taylor. Coupled with these deaths was a pandemic disproportionately impacting the Black community resulting in us fighting two viruses – COVID-19 and racism.

When we first embarked on the planning of this conversation series, I was uncertain of what the outcome would be simply because issues of race are often uncomfortable to have. Much to my surprise, there was an eagerness to discuss issues of race, inclusion, and equity among leaders representing various regions across the country. It was also encouraging to see leaders from all races and ethnicities sharing their personal stories about race and being transparent in discussing the history of their own community’s impact on today’s inequities. Even more encouraging was a desire to share best practices and potential solutions for change.

If we are to heal as a nation and right the wrongs of our ugly past, it will be critical for us to continue these conversations beyond the series to inspire the change that is needed to plan for a more equitable future for everyone.

– **Niel M. Jurist, MORPC**

RACIAL EQUITY CONVERSATION SERIES SURVEY

OVERALL, HOW WOULD YOU RATE THE RACIAL EQUITY CONVERSATION SERIES?	WHICH SESSION(S) DID YOU FIND MOST USEFUL IN THE SERIES. MORE THAN ONE OPTION MAY BE SELECTED:	WHAT ADDITIONAL TOPICS DO YOU THINK SHOULD HAVE BEEN ADDED TO THE SERIES?	WHAT DID YOU LIKE MOST ABOUT THE SERIES?	WHAT DID YOU DISLIKE MOST ABOUT THE SERIES?	IS THERE ANYTHING ELSE YOU WOULD LIKE TO SHARE ABOUT THE SERIES OR ABOUT YOUR EXPERIENCE?	WHAT OTHER STAKEHOLDERS FROM YOUR REGIONAL COUNCIL WOULD BENEFIT FROM ADDITIONAL PEER CONVERSATIONS, WEBINARS, OR TRAINING ON RACIAL EQUITY? (CHOOSE ALL THAT APPLY)				WHAT OTHER IDEAS OR RESOURCES FOR RACIAL EQUITY WORK WOULD YOU FIND HELPFUL?
						BOARD CHAIRPERSONS /LEADERS	DEPARTMENT AND/OR OTHER LEADERSHIP STAFF	DIVERSITY & INCLUSION STAFF	OTHER (PLEASE SPECIFY)	
RESPONSE	RESPONSE	OPEN-ENDED RESPONSE	OPEN-ENDED RESPONSE	OPEN-ENDED RESPONSE	OPEN-ENDED RESPONSE					
Excellent	Session 4: Where do we go from here?	No additional topics, but I want to continue to share and learn from others regarding specific approaches for addressing equity-related issues internally and externally.	The opportunity to have these types of conversations with peers. There is not or are limited "safe spaces" where I can have these conversations locally without my own thoughts being misinterpreted as being representative of my agency's. In particular, I appreciated getting to know my peers better, including hearing some of their personal stories. It was also very interesting to learn the sometimes widely varying contexts that peer organizations are operating in when it comes to equity-related topics.	"Dislike" is the wrong word, but it was interesting, and sometimes challenging, to have these conversations in such a "white" room. I don't think this really could have been fixed/avoided, but it did lead to some odd conversations that definitely reflected who was in the room. Again, this is not really a criticism, (and my own race and ethnicities don't help the issue!), but living in a region/metro area that is very diverse, it threw me a bit to have these conversations without a lot of the people in the room being non-white.	Just my deep gratitude to all of you who put the effort in to this. It was incredibly valuable for me, and I really appreciate that this was done on top of everything else we are all busy doing.	Board Chairpersons/Leaders	Department and/or other Leadership Staff	Diversity & Inclusion Staff	Staff generally	More detailed discussion of Title VI plans/programs.
Excellent	Session 1: Our Personal Race Journey Race Dynamics in the Communities We Serve	Racial dynamics among our staffs and members	Frank discussion	Nothing specific. I thought it was extremely valuable.	The lack of racial diversity among the MPO/COG participants was notable!	Board Chairpersons/Leaders	Department and/or other Leadership Staff	Diversity & Inclusion Staff	All Program Staff within the organization, not just the leadership—equity is an important ethos organization and community-wide	Lessons learned from other COGs/MPOs on how they are tackling both internal culture and external work projects to more meaningfully impact racial equity and justice
Excellent	Session 1: Our Personal Race Journey Race Dynamics in the Communities We Serve	What specifically MPOs can do to move the needle on racial equity.	Very well moderated and facilitated.	Not enough focus on specific programs, projects and data.	The lack of racial diversity among the MPO/COG participants was notable!	Board Chairpersons/Leaders	Department and/or other Leadership Staff	Diversity & Inclusion Staff	Managers	I recently watched Free to Ride from OSU's Kirwan Institute and would highly recommend it for everyone to watch. Maybe engaging someone from Kirwan would be helpful. I believe this story is from Brian in Dayton, Ohio's region. Really powerful story of equity and transportation.
Very Good	Session 2: Race Dynamics in the Communities We Serve	Discussions on where the right place/ space for us to be in as regional agencies there are so many local stakeholders and advocates to engage, where do we best spend our energy. What can we admit we aren't doing as regional orgs that we think we should be doing and can we put forth some ideas for what might be needed in new federal programs that could further support our work on these issues?	Really getting to know peers and recognizing that we are all struggling to figure this out. That we don't have to "go it alone." And also appreciated and felt as though there was no judgment from peers and that we were honest (at least it seemed to me) that we are all starting from different places and might not have all the right words/concepts down but respect that we are all trying figure out how to do better.	Nothing	Again, I'm interested in figuring out how we can build a coalition and set a policy agenda as well as learn from one another on the day to day activities that have been successful for each of us.	Board Chairpersons/Leaders	Department and/or other Leadership Staff	Diversity & Inclusion Staff	Diversity & Inclusion Staff	Follow-up on concrete and common steps organizations like ours can take (or consider taking) to advance racial equity. Summary of discussion/highlights. Reference list
Excellent	Session 3: How Has the Planning Profession Intersected With Issues of Race?	Ways to discuss equity and inclusion with staff and board	sharing experiences	Nothing	Thank you again!	Board Chairpersons/Leaders	Department and/or other Leadership Staff	Diversity & Inclusion Staff		a viewing list of documentaries and a reading list of books from various regions
Excellent	Session 1: Our Personal Race Journey Race Dynamics in the Communities We Serve	A watch party of a documentary on race - like the reconstruction series or black panther series on npr.	Getting together to have open and supported conversation with peers.	Nothing	Thank you for putting the series together	Board Chairpersons/Leaders	Department and/or other Leadership Staff	Diversity & Inclusion Staff		I wonder if, given our role as regional councils, we might be effective in working with our federal partners to use our Environmental Justice and Title VI requirements to have more of an impact on our work. I do NOT mean from the perspective of expanded and increased federal requirements, but from the perspective of finding more innovative ways to address the intent of these programs within regions.
Very Good	Session 4: Where do we go from here?	None; it was a good flow. More time to understand and share the history of race dynamics in our region may have been helpful.	A safe space to share perspectives and experiences at the executive level.	Nothing	Thank you for putting the series together	Board Chairpersons/Leaders	Department and/or other Leadership Staff	Diversity & Inclusion Staff		Webinars and shared resources through NARC
Excellent	Session 2: Race Dynamics in the Communities We Serve	I missed the third session so some of it may have been covered. I recently participated in an equity session dealing with land use and felt that that really exposed some issues on the land use side of the equation where we're falling short	We were told at the beginning that it would make us uncomfortable. That was true. I have found that I can be more comfortable opening up about racial issues with some of my key black staff members. They are aware that I attended these sessions. While they did not I sense that they respect that I took the time to attend.	Nothing	I found the series very helpful in considering issues of race and ways to have similar conversations with our staff.	Board Chairpersons/Leaders	Department and/or other Leadership Staff	Diversity & Inclusion Staff		Continuing to connect.
Excellent	Session 3: How Has the Planning Profession Intersected With Issues of Race?	More examples showing and sharing what others are doing.	Hearing and connecting with colleagues across the country.	Nothing	It was a very positive experience. I am glad to have taken part in it.	Board Chairpersons/Leaders	Department and/or other Leadership Staff	Diversity & Inclusion Staff		How my peers are defining equity in their work. a best practices examples
Good	Session 4: Where do we go from here?	More time on implementation strategies and techniques--such as embedding race and equity into our work in intentional ways/ support for cities and counties/sustained internal training/strengthening engagement with communities of color. Our continuing dialogue could provide the space to explore this.	Understanding more about the varying backgrounds we bring to issues of race, and our different experiences with these issues.	Nothing	It is very difficult to get this many of us together in one conversation consistently, but I am thankful for the effort to do, and appreciate the sensitive Doug and William brought to involving us in a larger conversation.	Board Chairpersons/Leaders	Department and/or other Leadership Staff	Diversity & Inclusion Staff		Data, studies, peer exchanges.
Very Good	Session 1: Our Personal Race Journey Race Dynamics in the Communities We Serve	None; it was a good flow. More time to understand and share the history of race dynamics in our region may have been helpful.	Getting together to have open and supported conversation with peers.	Nothing	Mutual support is very important and it was helpful to be with like minded colleagues.	Board Chairpersons/Leaders	Department and/or other Leadership Staff	Diversity & Inclusion Staff		Summarizing the recent efforts of national, professional associations on the topic.
Excellent	Session 3: How Has the Planning Profession Intersected With Issues of Race?	None; it was a good flow. More time to understand and share the history of race dynamics in our region may have been helpful.	Understanding more about the varying backgrounds we bring to issues of race, and our different experiences with these issues.	Nothing	Thanks for pulling it together. How do organizers feel after implementing it?	Board Chairpersons/Leaders	Department and/or other Leadership Staff	Diversity & Inclusion Staff		See answer 3 above. Also, I thought the first three sessions were all very good, but I could not get the survey instrument to check all three.
Excellent	Session 2: Race Dynamics in the Communities We Serve	None; it was a good flow. More time to understand and share the history of race dynamics in our region may have been helpful.	Hearing and connecting with colleagues across the country.	Nothing	Thank you to Doug, William and your teams for organizing this. I was pleased to be part of it.	Board Chairpersons/Leaders	Department and/or other Leadership Staff	Diversity & Inclusion Staff		
Excellent	Session 3: How Has the Planning Profession Intersected With Issues of Race?	None; it was a good flow. More time to understand and share the history of race dynamics in our region may have been helpful.	Understanding more about the varying backgrounds we bring to issues of race, and our different experiences with these issues.	Nothing	Thanks	Board Chairpersons/Leaders	Department and/or other Leadership Staff	Diversity & Inclusion Staff		
Excellent	Session 2: Race Dynamics in the Communities We Serve	None; it was a good flow. More time to understand and share the history of race dynamics in our region may have been helpful.	Hearing and connecting with colleagues across the country.	Nothing	Zoom is a blessing and a curse—not much to be done about that. The staff resources from ARC (John Hammond) and MORPC were very good and might have taken an even larger role in guiding conversations. Other than that, it was excellent.	Board Chairpersons/Leaders	Department and/or other Leadership Staff	Diversity & Inclusion Staff		
Excellent	Session 3: How Has the Planning Profession Intersected With Issues of Race?	None; it was a good flow. More time to understand and share the history of race dynamics in our region may have been helpful.	Understanding more about the varying backgrounds we bring to issues of race, and our different experiences with these issues.	Nothing	Zoom is a blessing and a curse—not much to be done about that. The staff resources from ARC (John Hammond) and MORPC were very good and might have taken an even larger role in guiding conversations. Other than that, it was excellent.	Board Chairpersons/Leaders	Department and/or other Leadership Staff	Diversity & Inclusion Staff		
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APPENDIX A: LETTER OF INVITATION

REGIONAL CONVERSATIONS ON RACE & RACIAL EQUITY: THE INVITATION

HOSTED BY

MID-OHIO REGIONAL PLANNING COMMISSION (MORPC) & ATLANTA REGIONAL COMMISSION (ARC)

"...He [Rev. Dr. Martin Luther King, Jr.] was talking about the philosophy and discipline of nonviolence. He said we are all complicit when we tolerate injustice. He said it is not enough to say it will get better by and by. He said each of us has a moral obligation to stand up, speak up and speak out. When you see something that is not right, you must say something. You must do something. Democracy is not a state. It is an act, and each generation must do its part to help build what we called the Beloved Community, a nation and world society at peace with itself."

– John Lewis' Last words

THE TIMES

It is impossible to turn on the news these days without seeing accounts of protestors across the country, and in some cases, across the globe, marching to bring attention to racial injustice and inequality. These scenes simultaneously leave a sense of hopefulness and fear, as the world wrestles with the generations-long legacies of slavery and colonialism. Hope, because there appears to be a growing sense of urgency to reframe and re-center the human experience – the entire human experience by integrating the experiences of both the oppressors and the oppressed in the telling of our common, intertwined stories. This kind of effort requires some to give up images they hold of themselves, and of "others." And, fear, because power concedes nothing without a demand – the form and intensity of that demand remains a question, the answer to which might unfold in ways both disruptive and destructive to civil society.

While video accounts of the killing of unarmed black people is not a new phenomenon, there is something different about what is happening in the wake of the George Floyd, Ahmaud Arbery and Breonna Taylor murders. The protests have been persistent, widespread, and most relevant to our exploratory inquiry, they have been multiracial, multi-ethnic, and multi-generational. To be clear, protests, since those of the civil rights era have more often than not been shared some of these characteristics; however, protests today have far greater diversity in representations than we have seen previously.

THE CALL

It is our impression that current times seem ripe for shared reflection and dialog. That is, it seemed a time to bring to the foreground conversations about what we are seeing, and deep reflections on what we think is happening. Consequently, a few weeks ago, we sent out an exploratory note to see how many people, if any, would be interested in participating in a conversation about race and racial equity, the evolving forces we believe at the root of what we are seeing in our various communities. We thought such a conversation would be interesting and informative both from our perspective as everyday civil participants, and as professionals whose time is spent thinking and planning for the operations of human systems.

"There is a tide in the affairs of [people]. Which, taken at the flood, leads on to fortune; omitted, all the voyage of their life is bound in shallows and in miseries. On such a full sea are we now afloat, and we must take the current when it serves, or lose our ventures."

– William Shakespeare:
Julius Caesar - Act 4, scene 3, 218-224

THE RESPONSE

To our pleasant surprise we received positive responses from nearly 30 colleagues! The enthusiastic responses came from throughout the country: rural and urban, east coast and west, midwestern and southern regions.

We look forward to facilitating this conversation, and deeply appreciate your responding to our call for engaging in a peer-only exchange on this important and timely subject. Please respond to this survey link, and let us know your availability: [SURVEY](#). The agenda for the first session is attached for your convenience. Dates for each session will be sent to you once the results of the survey are compiled (**DUE DATE: Monday August 10, 2020, 5pm PT/8pm ET**). Also attached, a detailed description of how our conversation sessions will proceed. We look forward to hearing your voice.

Best,

Doug Hooker, ARC
Executive Director

William Murdock, MORPC
Executive Director



REGIONAL CONVERSATIONS ON RACE & RACIAL EQUITY: THE INVITATION

HOSTED BY

MID-OHIO REGIONAL PLANNING COMMISSION (MORPC) & ATLANTA REGIONAL COMMISSION (ARC)

THINGS TO KNOW: GROUND RULES

There will be a series of four (4) conversations, each building on the one before it. We will take some time to develop common definitions to the most frequently used words and concepts of our first conversation. It is important that when we say the words or invoke ideas/concepts that we share (even if we don't agree) on the meaning of the terms and phrases being used.

The four primary topics covered will include:

- Session 1: Our personal race journey
- Session 2: Race dynamics in the communities we serve
- Session 3: How the planning profession intersects with issues of race
- Session 4: Where do we go from here?

For the first session **only**, there will be a make-up session for those not able to attend the first session.

You must attend the first session or the make-session, not both. **In order to participate in sessions 2, 3, and 4, you must have participated in session one (or the make-up for session one).**

This is a peer-only discussion, please do not invite any of your staff to sit-in, even as a substitute. It is important that our colleagues feel free to interact openly. And, it probably goes without saying, but everything discussed in the sessions should be considered private and privileged exchange, not for sharing with those not in that session.

During the conversations, there are few rules, but the ones we would like all participants remember and support are:

- **Communicate with truth, courage and compassion** – no one knows your truth better than you; it may not be popular or socially desirable, but nothing changes if you don't name it, face it, and let alternate views enter your internal dialog.
- **Believe that you have something to learn from each encounter** – open your mind to the belief that each conversation and perspective can lead you to ways of knowing more aligned with your higher purpose.
- **Owning/naming/communicating (when you can) your emotional state is GOOD** – conversations about race are emotionally charged – naming your emotional state makes it more likely that you intentionally and actively (rather than passive aggressively) interrogate what underlies your feelings and actions.
- **The focus of the conversation in the room is race/race relations/racial equity** – not gender, sexual orientation, or class... unless these intersect with race in a way that you can name; these are worthy, but different conversations from the ones we are called to in this moment.
- **Seek to understand and call out the symbols of power and privilege evoked in your conversation** – e.g. don't say urban, if you mean black; don't say under-resourced, if you mean communities of color. Symbols of power and privilege often, and unintentionally get evoked – we will try to identify and bring them into view (respectfully).

THINGS TO KEEP IN MIND

As we walk together along the less-trodden and anxiety-producing path of inter-racial dialog on race, please keep in mind: 1) cross-racial conversations on race are difficult, 2) the goal of discussions on race should be listening and understanding first (the assumption we ask you to make is that each person is speaking honestly from their own experience), 3) white people, generally, did not grow up with race as an orienting force in their conscious day-to-day interaction (didn't think about it much), and consequently, didn't talk about it much (and so most have not formed an extensive cross racial vocabulary and therefore are often not very comfortable effectively expressing complex ideas re: race), 4) the optimal environment in which cross-race conversations about race take place can best be characterized as **safe, not comfortable**, 5) unlearning what has taken a life-time acquire, will take a life-long commitment – don't get stuck on guilt and/or shame – while these typical emotive responses to awakening, these emotional states should be viewed as phases, and not end-states.

APPENDIX B: SESSION I AGENDA



AGENDA

August 14, 2020
1:30 pm

- I. **Welcome & Introductions**
William Murdock, MORPC Executive Director
Doug Hooker, ARC Executive Director
- II. **Overview & Expectations**
Niel Jurist, MORPC Director of Communications & Engagement
John Hammond, ARC Sr. Director, Center for Community Services
- III. **Breakout Sessions**
All participants
- IV. **Wrap up & Next Steps**
Doug Hooker
William Murdock

Upcoming Dates:

Make-up date for Session I: Our personal race journey
Friday, August 19: 3 – 5 pm EST

Session II: Race dynamics in the communities we serve
Tuesday, September 15: 3 – 5 pm EST

Session III: How has the planning profession intersected with issues of race
Wednesday, September 30: 3 – 5 pm EST

Session IV: Where do we go from here?
Friday, October 9: 1- 3 pm EST

APPENDIX C: Session I - Race and Racial Equity

Session 1: Race and Racial Equity

August 14, 2020

3-5 pm EST

Time	Activity	Speaker
3 – 3:30 pm	<p>Welcome & Introduction</p> <ul style="list-style-type: none"> • Welcome attendees and share the purpose of the Racial Equity Conversation Series • Welcome and thank you for volunteering to participate in this series of conversations. • We developed the idea of these conversations in response to... • We felt it was neither possible nor prudent to ignore the impact that generations-long racial injustice has visited upon our cities and regions • We felt it was imperative to initiate an open dialog – open among our colleagues (because we have all be having the internal dialog of what is prompting this social unrest we see? Have I done what I can to be on the right side of the issues? Am I complicit in the ongoing subjugation of people of color? How can I help?) • We are not promising answers... we are suggesting that by opening the pathways for constructive “real” discussion, that we can provide a network resource to support your journey to answering some of the questions we all have. • Have participants introduce themselves: <ul style="list-style-type: none"> ○ Name? ○ Racial Identity? ○ Organization? ○ What do you hope to get out of these conversations? • Once the last person introduces him/herself, let participants know that as the conversations continue there will be a few ground rules that will guide our interaction with each other. To provide the ground rules and to walk you through the logistics of this meeting, let me introduce: <ul style="list-style-type: none"> ○ John Hammond, Senior Director for Community Services @ the Atlanta Regional Commission, and ○ Níel Jurist, Director of Communications & Engagement @ the Mid-Ohio Regional Planning Commission 	William Murdock & Doug Hooker
3:30 – 3:40 p.m.	<p>Overview & Expectations</p> <ul style="list-style-type: none"> • Share the conversation and interactional guideline for all conversations, some are procedural, others are more like guiding principles <ul style="list-style-type: none"> ○ To participate in sessions 2, 3, and 4, you must have participated in session one (or the make-up for session one). ○ This is a peer-only discussion, please do not invite any of your staff to sit-in, even as a substitute. ○ Everything discussed in the sessions should be considered a private and privileged exchange, not for sharing with those not participating in the session. ○ Communicate with truth, courage, and compassion – no one knows your truth better than you; it may not be popular or socially desirable, but nothing changes if you don’t name it, face it, and let alternate views enter your internal dialog. 	John Hammond

	<ul style="list-style-type: none"> ○ Believe that you have something to learn from each encounter – open your mind to the belief that each conversation and perspective can lead you to ways of knowing more aligned with your higher purpose. ○ Owning/naming/communicating (when you can) your emotional state is GOOD – conversations about race are emotionally charged – naming your emotional state makes it more likely that you intentionally and actively (rather than passive-aggressively) interrogate what underlies your feelings and actions. ○ The focus of the conversation in the room is race/race relations/racial equity – not gender, sexual orientation, or class...unless these intersect with race in a way that you can name; these are worthy, but different conversations from the ones we are called to at this moment. ○ Seek to understand and call out the symbols of power and privilege evoked in your conversation – e.g., don't say urban, if you mean black; don't say under-resourced, if you mean communities of color. Symbols of power and privilege often, and unintentionally get evoked – we will try to identify and bring them into view (respectfully). ○ Cross-racial conversations on race are difficult, ○ The goal of discussions on race should be listening and understanding first (the assumption we ask you to make is that each person is speaking honestly from their own experience), ○ White people, generally, did not grow up with race as an orienting force in their conscious day-to-day interaction (didn't think about it much), and consequently, didn't talk about it much (and have not formed an extensive cross-racial vocabulary and are not very comfortable effectively expressing complex ideas re: race), ○ The optimal environment in which cross-race conversations about race takes place can best be characterized as safe, not comfortable, ○ Unlearning what has taken a lifetime to acquire, will take a life-long commitment – don't get stuck on guilt and/or shame – while these typical emotive responses to awakening, these emotional states should be viewed as phases, and not end-states. <p>Conversation Logistics</p> <ul style="list-style-type: none"> ● We will have two break rooms – by this time everyone should be assigned to one of the breakout rooms. Doug & Niel in one room; and William & John in the other. ● One of the participants will be selected as the note-taker and reporter to the larger group. ● Once we have completed our discussions, we will return to the larger group-as-a-whole and do a report out and discuss the next steps. ● Give instructions on how to join separate rooms. 	<p>Niel Jurist</p>
<p>3:40 – 4:25 p.m.</p>	<p>Breakout Sessions</p> <ul style="list-style-type: none"> ● During this first conversation, we want to share our personal experiences about race. In subsequent sessions, we will explore our community experiences and then our professional experiences with race. ● This is a natural progression for all of us because our first awareness of race was a personal one, which occurred when we were younger; and as we grew, we learned how our communities interpreted and communicated about race. ● Then lastly, we have learned through our careers how our professions have treated issues around race. ● So today, we want to ask each of you to briefly share your personal journey with race. Please tell us: (1) what is your earliest awareness of race, how old you were and the 	<p>Doug Hooker William Murdock John Hammond Niel Jurist</p>

APPENDIX D: SESSION II - RACE AND OUR COMMUNITY HISTORIES

BREAKOUT SESSIONS

Activity (Required)

Given that session 2 is focused on race as it relates to your community, you might find it helpful to start your search with Google.

Google one of the cities in your jurisdiction along with the word Race or black or Indian or Latino/Hispanic – depending on what might be most relevant to your part of the country and its history with various people of color. E.g., Google: Atlanta and race. This should give you plenty to think and talk about for our next session. Specifically, as you are doing your background work, we'd like you to try to answer these three (3) questions:

1. How have the demographics of your community changed since its founding (as best you could determine)?
2. Name one or two racial events that have defined race dynamics for your region/major city in your region?
3. And, how do these or other more prevalent racial dynamics show up today in your region?

OPTIONAL READINGS AND QUESTIONS TO PONDER:

[The Case for Reparations \(Ta-Nahisi Coates, writing in The Atlantic\)](#)

1. Do you believe that descendants of enslaved people should receive reparations from the US government? If so, why so? If not, why not?
2. After reading the article, in your opinion, would reparations help achieve racial parity in the United States? If so, why so? If not, why not?

[What it means to be anti-racist \(Anna North, writing in Vox\)](#)

1. In your opinion, is being non-racist enough to overcome the legacy left by generations-old practices of racism and exclusion?
2. Is being anti-racist the same as being pro-black, or anti-white?

[Why is it so hard for White people to Talk about Race? \(A conversation with Robin DiAngelo, excerpted from BU Today\)](#)

1. Do you find it difficult to talk about race in multi-racial settings?
2. What about single (your) race settings?

[The emotional Impact of watching white people wake up to racism in real-time \(Natalie Morris, writing in METRO.co.uk\)](#)

1. Is systemic racism a real thing?
2. Would you say that your views on race are shared by the people with whom you have close emotional ties (immediate family, parents, friends)?

APPENDIX E: SESSION III – RACE DYNAMICS AND THE PLANNING PROFESSION



Atlanta Regional Commission



MID-OHIO REGIONAL
MORPC
PLANNING COMMISSION

Session III: Race Dynamics in the Planning Profession

September 30, 2020

In preparation for our upcoming session, please read the following articles and be prepared to discuss. Only the ones marked with an asterisk are required but the others are great articles to read as well:

1. [Creating Equitable, Inclusive and Transparent Cities: A Year in Review](#)
2. [City planners need to talk about race. The lives of our residents depend on it.*](#)
3. [THE RACIAL ORIGINS OF ZONING IN AMERICAN CITIES](#)
4. [How Urban Design Perpetuates Racial Inequality—And What We Can Do About It*](#)

**required reading*

For session III, each of you may choose one of the four areas of discussion:

1. Transportation
2. Housing
3. Economic and Workforce Development
4. Environmental Issues/Justice

A coordinator has been appointed to each group and will help guide the discussion. As you discuss your assigned topic, we would like you to apply a racial equity lens it. We would like for you to highlight the racialized issues that are in play, as well as the racialized practices and policies that may have resulted in the inequity you may have identified.

For example:

Housing

Issues in Housing	Equity Lens	Issue Stratification	Solutions
Affordable Housing	We believe certain current regional arrangements are the result of past and present forces, which have shaped important decisions about place and process, and which were often driven by intentions which were meant to be neither equitable nor inclusive	Landlord neglect Rental policies Regentrification	Create a comprehensive strategy to address affordable and equity housing.
Housing Segregation	We must focus on supporting the undoing of arrangements which are inequitable and non-inclusive.		

APPENDIX F: GLOSSARY OF TERMS

This section is intended to provide common definitions for some of the key terms used in our discussion of race/equity.

A

Americans with Disabilities Act

In accordance with the Americans with Disabilities Act (ADA), ARC will strive to provide reasonable accommodations and services for persons who require special assistance to participate in its engagement activities in the community. Services are available, with a reasonable notice for requests, for persons with hearing or speech loss, who have a physical disability, who are visually disabled or reading disabled

B

BLM

Black Lives Matter began as a call to action in response to state-sanctioned violence and anti-Black racism. “Our intention from the very beginning was to connect Black people from all over the world who have a shared desire for justice to act together in their communities. The impetus for that commitment was, and still is, the rampant and deliberate violence inflicted on us by the state.”

C

Community Engagement

The process by which community benefit organizations and individuals build with focus to integrate feedback for collective vision development, plan development, need assessments, and special community interest.

Complete Street

A street planned, designed, and operated in such a way that enables safe and convenient access and use by multiple modes of transit for users of all ages and abilities.

Covert Racism

A form of racial discrimination that is disguised or subtle, rather than public or obvious; this subtle discrimination can also be institutionalized and establish discriminatory norms.

D

Disenfranchised Communities

A person, group, or community of people who are stripped of their power and deprived rights, resources, access, and similar human rights granted to privileged communities.

E

Economic Inclusion

Addressing the distribution of economic growth by ensuring that everyone has a seat at the table of prosperity as a collective.

Economic Mobility

The ability of an individual, family, group, or community to improve (or lower) their economic status, or move between income quintiles.

Enslaved vs. slave

Today, most historians speak of “enslaved people” instead of “slaves.” This language separates a person's identity from his/her circumstance.

Environmental Justice Communities

The Federal Actions to Address Environmental Justice in Minority and Low-Income Populations order was signed by President Clinton in 1994 and reinforced the requirements of Title VI of the Civil Rights Act of 1964. It focused federal attention on the environmental and human health conditions in minority and low-income communities, such that: Each federal agency shall make achieving environmental justice part of its mission by identifying and addressing, as appropriate, disproportionately high and adverse human health or environmental effects of its programs, policies, and activities on minority populations and low-income populations.

Environmental Justice Measures

Age, education, median housing value, poverty, and race.

Equitable Development

Creating healthy, strong, and livable places while ensuring that policies and programs meet the needs of underserved communities and do not lead to displacement through gentrification.

Equitable Transit Oriented Development (ETOD)

Prioritizes housing development investments around TOD stations based on accessibility along the spectrum of income levels, including walkability, proximity to economic opportunity, and community amenities.

F

Food Desert

An area, often low-income, lacking in affordable and healthy food options, such as grocery stores and farmer's markets.

Food Swamp

An area, often low-income, abundant in high-calorie fast food restaurants and stores selling junk food but lacking in healthy food options.

G

Green Infrastructure

The utilization of vegetation and natural elements to manage storm water.

H

Health Equity

Simultaneously striving for the highest possible standard of health for everyone while placing specific attention on individuals and populations with the greatest barriers to health.

I

Implicit Bias

Negative associations, unknowingly held, that are expressed automatically, without conscious awareness.

Inclusion

A value and practice of authentically sharing power and ensuring that people, especially traditionally excluded individuals and/or groups, feel they belong and have valued input in the processes, activities, and decisions that affect their lives.

Income Inequality

The difference found in various measures of economic well-being among individuals in a group, among groups in a population, or among countries.

Institutional Racism

Institutional and cultural practices that perpetuate racial inequality with benefits structured to advantage powerful groups at the expense of other groups.

Interpersonal Racism

Interactions between groups or individuals that involve exchanging negative attitudes, behavior or discrimination toward a group or individual on the basis of ethnicity, race or culture.

L

Limited English Proficiency

Individuals or communities for whom English is not a primary language and English reading, speaking, writing, and/or comprehension ability is limited, particularly affecting their ability to be fully engaged in processes and their full access to opportunities and amenities.

Living Transit Fund

Transit sales tax revenue to create affordable housing and essential opportunities for equitable growth in places ripe for market transformation.

M

Marginalized Communities

A group within a society which is relegated through social disadvantage to the fringes of society and denied full participation in the economic, social, and political life of the society in which they live

Middle Passage

The forced voyage of enslaved Africans across the Atlantic Ocean, so called Middle Passage because it was one leg of the triangular trade route. Goods from Europe, such as weapons, tools and cloth were taken to Africa, Africans were taken to be sold into slavery in the Americas and West Indies, and raw goods such as sugar, tobacco and cotton were taken back to Europe. The cruelty and disregard of human suffering during the Middle Passage exacted a terrible toll physically and emotionally on the abducted Africans.

O

Opportunity

A set of circumstances that make it possible to pursue a group of actions able to produce social value.

Overt Racism

A form of racial discrimination that is public or obvious, rather than subtle or disguised.

R

Race

A socially constructed way of grouping people that has neither genetic nor scientific bases but is, rather, based on skin color and other apparent physical differences. Race is a concept and political construct originally created in order to concentrate power with white people and justify social, economic, and political dominance and oppression over non-white people.

Racial Wealth Gap

The difference between the median wealth/net worth of one racial group versus the median wealth/net worth of another racial group, particularly affecting communities of color and negatively impacting economic growth of society at large.

Resiliency

The capacity to recover quickly and overcome social, psychological, physical, or cultural difficulties, traumas, or challenges—often bouncing back to a state of greater wisdom and strength.

Rides to Wellness Program

Partners include: Grady Health System, Morehouse School of Medicine, Choice Health Care Network, Mercy Care Atlanta, and MARTA.

S

Social Opportunity

The theory that an individual's, group's or communities' social networks, environment and inherited status affects the opportunities available to that person or group.

Social Need

State of deprivation of a social good related to individuals' well-being, which could include basic needs such as housing, environmental concerns, and sustenance.

Structural Racism

A form of racial discrimination embedded in the social fabric which encompasses the entire system supported by historical forces, politics, and economics.

Sustainability

Development (decisions or actions) that meets the needs of the present population while maintaining diversity, productivity, health, and quality of life across all systems, including ecological.

Systemic Racism

Mistreatment of people within a social identity group, supported and enforced by the society and its institutions, solely based on the person's membership in the social identity group.

T

Transit Oriented Development (TOD)

An area within walking distance of transit (defined as 1/2-mile radius of a transit station or a 1/4-mile of frequent bus line) that offers a mix of housing, services, and community amenities accessible to transit riders and community members.

Transphobia

Prejudice against transsexual or transgender people.

U

Underemployed

When an individual possesses qualifications or skills which are not fully maximized in their current employment, with emphasis on adults who are economically disadvantaged, unskilled, or have other barriers to employment.

W

White Fragility

An academic with experience in diversity training, Robin DiAngelo coined the term "white fragility" in 2011 to describe any defensive instincts or reactions that a white person experiences when questioned about race or made to consider their own race. In *White Fragility*, DiAngelo views racism in the United States as systemic and often perpetuated unconsciously by individuals. She recommends against viewing racism as committed intentionally by "bad people."

White Privilege

Refers to the societal privilege that benefits white people over non-white people in some societies, particularly if they are otherwise under the same social, political, or economic circumstances. With roots in European colonialism, the Atlantic slave trade, and the growth of the Second British Empire after 1783, white privilege has developed in circumstances that have broadly sought to protect white racial privileges, various national citizenships, and other rights or special benefits. Because of the highly charged nature of the word "privilege," some have started using the term "white advantage."

A dated [article](#), but seminal in crafting the most often used meaning of the phrase, "white privilege" is an article written by Peggy McIntosh.

X

Xenophobia

Irrational fear or dislike of people from other countries

APPENDIX G: SUGGESTED READINGS & RESOURCES

This information is intended to serve as a resource to people and parents to deepen efforts to understand and work to dismantle racism in our society.

RESOURCES FOR PARENTS TO RACE CHILDREN WHO ARE MOST LIKE TO BE ACTIVELY AGAINST THE PERPETUATION OF RACIAL INEQUALITY:

- [Check out these books for children and young adults](#) from the list of Coretta Scott King Book Award Winners
- [Listen to](#) the Parenting Forward podcast episode 'Five Pandemic Parenting Lessons with Cindy Wang Brandt'
- [Read](#) PBS's Teaching Your Child About Black History Month
- [Follow](#) The Conscious Kid on Instagram

ARTICLES TO READ:

- ["America's Racial Contract Is Killing Us"](#) by Adam Serwer | Atlantic (May 8, 2020)
- [Ella Baker and the Black Freedom Movement \(Mentoring a New Generation of Activists\)](#)
- ["My Life as an Undocumented Immigrant"](#) by Jose Antonio Vargas | NYT Mag (June 22, 2011)
- [The 1619 Project \(all the articles\)](#) | The New York Times Magazine
- ["The Intersectionality Wars"](#) by Jane Coaston | Vox (May 28, 2019)
- [Tips for Creating Effective White Caucus Groups](#) developed by Craig Elliott PhD
- ["White Privilege: Unpacking the Invisible Knapsack"](#) by Knapsack Peggy McIntosh
- ["Who Gets to Be Afraid in America?"](#) by Dr. Ibram X. Kendi | Atlantic (May 12, 2020)
- ["White Fragility"](#) by Robin DiAngelo | International Journal of Critical Pedagogy, Vol 3 (3) (2011) pp54-70

VIDEOS TO WATCH:

- [Black Feminism & the Movement for Black Lives: Barbara Smith, Reina Gossett, Charlene Carruthers \(50:48\)](#)
- ["How Studying Privilege Systems Can Strengthen Compassion"](#) | Peggy McIntosh at TEDxTimberlaneSchools (18:26)

PODCASTS TO SUBSCRIBE TO:

- [1619 \(New York Times\)](#)
- [About Race](#)
- [Code Switch \(NPR\)](#)
- [Intersectionality Matters! hosted by Kimberlé Crenshaw](#)
- [Momentum: A Race Forward Podcast](#)
- [Pod For The Cause \(from The Leadership Conference on Civil & Human Rights\)](#)
- [Pod Save the People \(Crooked Media\)](#)
- [The Combahee River Collective Statement](#)

BOOKS TO READ:

- [Black Feminist Thought](#) by Patricia Hill Collins
- [Eloquent Rage: A Black Feminist Discovers Her Superpower](#) by Dr. Brittney Cooper
- [Heavy: An American Memoir](#) by Kiese Laymon
- [How To Be An Antiracist](#) by Dr. Ibram X. Kendi
- [I Know Why the Caged Bird Sings](#) by Maya Angelou
- [Just Mercy](#) by Bryan Stevenson
- [Redefining Realness](#) by Janet Mock

BOOKS TO READ CONT:

- [Sister Outsider](#) by Audre Lorde
- [So You Want to Talk About Race](#) by Ijeoma Oluo
- [The Bluest Eye](#) by Toni Morrison
- [The Fire Next Time](#) by James Baldwin
- [The New Jim Crow: Mass Incarceration in the Age of Colorblindness](#) by Michelle Alexander
- [The Next American Revolution: Sustainable Activism for the Twenty-First Century](#) by Grace Lee Boggs
- [The Warmth of Other Suns](#) by Isabel Wilkerson
- [Their Eyes Were Watching God](#) by Zora Neale Hurston
- [This Bridge Called My Back: Writings by Radical Women of Color](#) by Cherríe Moraga
- [White Fragility: Why It's So Hard for White People to Talk About Racism](#) by Robin DiAngelo, PhD

FILMS AND TV SERIES TO WATCH:

- 13th (Ava DuVernay) — Netflix
- American Son (Kenny Leon) — Netflix
- Black Power Mixtape: 1967-1975 — Available to rent
- Clemency (Chinonye Chukwu) — Available to rent
- Dear White People (Justin Simien) — Netflix
- Fruitvale Station (Ryan Coogler) — Available to rent
- I Am Not Your Negro (James Baldwin doc) — Available to rent or on Kanopy
- If Beale Street Could Talk (Barry Jenkins) — Hulu
- Just Mercy (Destin Daniel Cretton) — Available to rent
- King In The Wilderness — HBO
- See You Yesterday (Stefon Bristol) — Netflix
- Selma (Ava DuVernay) — Available to rent
- The Black Panthers: Vanguard of the Revolution — Available to rent
- The Hate U Give (George Tillman Jr.) — Hulu with Cinemax
- When They See Us (Ava DuVernay) — Netflix

ORGANIZATIONS TO FOLLOW ON SOCIAL MEDIA:

- Antiracism Center: [Twitter](#)
- Audre Lorde Project: [Twitter](#) | [Instagram](#) | [Facebook](#)
- Black Women's Blueprint: [Twitter](#) | [Instagram](#) | [Facebook](#)
- Color Of Change: [Twitter](#) | [Instagram](#) | [Facebook](#)
- Colorlines: [Twitter](#) | [Instagram](#) | [Facebook](#)
- The Conscious Kid: [Twitter](#) | [Instagram](#) | [Facebook](#)
- Equal Justice Initiative (EJI): [Twitter](#) | [Instagram](#) | [Facebook](#)
- Families Belong Together: [Twitter](#) | [Instagram](#) | [Facebook](#)
- The Leadership Conference on Civil & Human Rights: [Twitter](#) | [Instagram](#) | [Facebook](#)
- MPowerChange: [Twitter](#) | [Instagram](#) | [Facebook](#)
- Muslim Girl: [Twitter](#) | [Instagram](#) | [Facebook](#)
- NAACP: [Twitter](#) | [Instagram](#) | [Facebook](#)
- National Domestic Workers Alliance: [Twitter](#) | [Instagram](#) | [Facebook](#)
- RAICES: [Twitter](#) | [Instagram](#) | [Facebook](#)
- Showing Up for Racial Justice (SURJ): [Twitter](#) | [Instagram](#) | [Facebook](#)
- SisterSong: [Twitter](#) | [Instagram](#) | [Facebook](#)
- United We Dream: [Twitter](#) | [Instagram](#) | [Facebook](#)

MORE RESOURCES TO CHECK IT OUT:

- [75 Things White People Can Do for Racial Justice](#)
- [Anti-Racism Project](#)
- [Jenna Arnold's resources \(books and people to follow\)](#)
- [Rachel Ricketts' anti-racism resources](#)
- [Resources for White People to Learn and Talk About Race and Racism](#)
- [Showing Up For Racial Justice's educational toolkits](#)
- ["Why is this happening?" — an introduction to police brutality from 100 Year Hoodie](#)
- [Zinn Education Project's teaching materials](#)

Document compiled by Sarah Sophie Flicker, Alyssa Klein in May 2020.



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