TRHT OVERVIEW

- What is TRHT?

- Soft Launch & Voluntary Partners

- Implementation Guide: Purpose, Vision & Guiding Principles

- Design Team Recommendations

- Where are we today?

- Technical Assistance & Capacity Building Strategy

- Racial Healing & Community Visioning Process

- Questions and answers

WHAT IS TRHT?

Truth, Racial Healing & Transformation (TRHT) is a comprehensive, national and community-based process to plan for and bring about transformational and sustainable change, and to address the historic and contemporary effects of racism.

TRHT seeks to unearth and jettison the deeply held, and often unconscious, beliefs undergirding racism – the main one being the belief in a "hierarchy of human value."

RACISM IN AMERICA: AN ANALYSIS

- "…It feels like whites are recognizing the pain and injustices that many people of color are talking about."

- "…The belief in a hierarchy of human value has persisted through abolition, the Civil War, Jim Crow, internment of Japanese Americans, Civil Rights Movement, immigration debates and even the election of the first black president of the United States…"

- "…53 percent of whites said more changes needed to be made to give blacks equal rights with whites; up from just 39 percent a year earlier. Hispanics; 70 percent say more change is needed; up from 54 percent. Eighty-six percent of blacks agreed a year ago."

2016 SOFT LAUNCH:
VOLUNTARY ORGANIZATIONAL PARTNERS

TRHT IMPLEMENTATION GUIDE
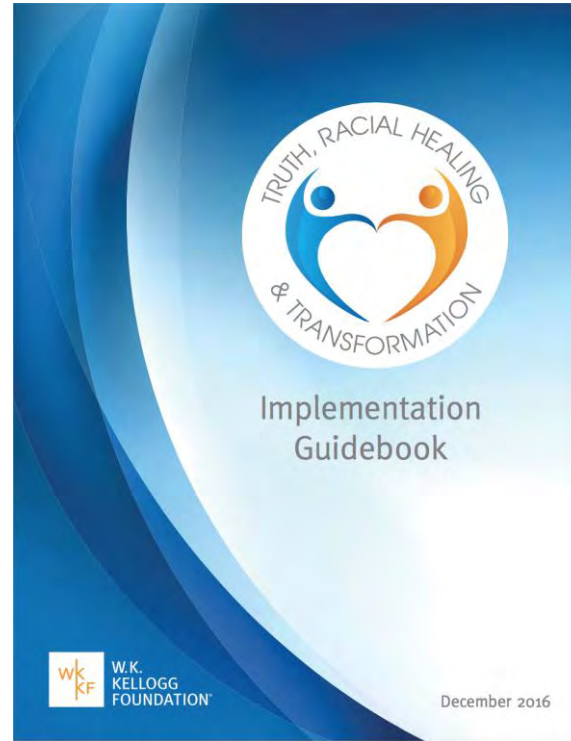
WHAT WILL THE TRHT DO?

- A comprehensive review of relevant (historic and present-day) policies, patterns, practices and assumptions that may have generated these realities.

- Identify individuals from private and public organizations who will support the work of prioritizing, designing and implementing comprehensive actions that bring about measurable change:
  - Eliminating a belief in racial hierarchy
  - Inclusive of all racial and ethnic group communities in America
  - Implemented throughout all public, private, nonprofit, academic and faith-based sectors
  - Interconnectedness of racial healing and structural transformation
  - Create an infrastructure to support and sustain structural change

TRHT PURPOSE AND VISION

To improve our capacity as communities and as a country to see ourselves in each other, so that we can shape a more equitable future with opportunities for every child to thrive.

- Telling untold truths about race and racial hierarchy
- Fostering trusting relationships and healing
- producing actionable recommendations for change

TRHT GUIDING PRINCIPLES

- Accurate recounting of history
- Clear and compelling vision; actionable goals
- Expansive and inclusive process (racial/ethnic groups, sectors)
- Racial healing and trust-building; win-win process
- Commitment to some form of reparative or restorative justice
- Thoughtful and comprehensive communications strategy
- Broadly understood way of dealing with tensions, learning moments

TRHT FRAMEWORK

TRHT IMPLEMENTATION

- Communities

- Organizations

- Individuals

- First Nations

TRHT IMPLEMENTATION - COMMUNITIES

Truth-Telling ---> Narrative change ---> Racial Healing ---> Transformation

- Philanthropy
- Elected officials
- Faith community
- Business community
- Grassroots activists
- Healing practitioners
- Youth leadership (18 years and above)
- Media / narrative change agents
- Law (civil, criminal, public policy)
- Economy (local inclusion and growth strategy)
- Separation (housing, segregation, colonization)

TRHT IMPLEMENTATION - ORGANIZATIONS

- Recruitment and hiring
- Retention and Advancement
- Responsibilities and high expectations
- Remuneration

TRHT IMPLEMENTATION – INDIVIDUALS

- Understand unconscious beliefs and biases
- Explore personal narrative held about race and racism
- Organize and engage in healing sessions
- Read and share information

TRHT IMPLEMENTATION – FIRST NATIONS

- Understand and recognize the legacy of colonialism

- Appreciate the vibrancy and diversity of Native America

- Familiarity with policies designed to destroy Native personhood

- Promote self-determination, cultural and language preservation, strategies for achieving Native health and well-being

DESIGN TEAM RECOMMENDATIONS

EXAMPLE: NARRATIVE CHANGE DESIGN TEAM

- **Charles King**, MACRO Ventures (co-lead)
- **Rinku Sen**, Race Forward (co-lead)
- **Lecia Brooks**, Southern Poverty Law Center
- **Fanshen Cox Digiovanni**, Pearl Street Films
- **Julie Ann Crommet**, Google
- **Andrew Finkelstein**, William Morris Endeavor
- **Albino Garcia**, La Plazita Institute
- **Rachel Godsil**, Perception Institute
- **Monica Haslip**, Little Black Pearl
- **Maria Hinojosa**, Futuro Media
- **Shamil Idriss**, Search for Common Ground
- **Sabrina Hersi Issa**, Be Bold Media
- **Yvette Joseph**, Kaufman and Associates
- **Jonathan Kaufman**, Northeastern U School of Journalism
- **Karina Kogan**, Participant Media
- **Debra Lynn Langford**, Langford Co & USC Marshall Business School

- **Simone Ling**, Consultant
- **Paula Madison**, Madison Media Management
- **Hugo Morales**, Radio Bilingue
- **Alex Nogales**, National Hispanic Media Coalition
- **Susan Newton**, National Park Foundation
- **Nate Parker**, Tiny Giant Entertainment & Nate Parker Foundation
- **Rashad Robinson**, Color of Change
- **Nolan Rollins**, LA National Urban League
- **Bird Runningwater**, Sundance
- **Virginia Sanchez Korrol**, Brooklyn College
- **Terri Schwartz**, UCLA School of Theater, Film & TV
- **Michael Skolnik**, SOZE
- **Matthew Stiffler**, Arab American National Museum
- **Nina Yang Bongiovi**, Significant Productions/MNM Creative

FRAMING QUESTIONS FOR DESIGN TEAMS

Design Teams answered these questions about their Design Team's area:

- What will America look like when we have jettisoned a belief in a hierarchy of human value?

- Where are we now and how did we get here?

- What are the key leverage points for transforming this area to jettison a belief in a hierarchy of human value?

- Who must be involved in order to make the deep and lasting changes we need to make?

- What are some of the key activities that need to happen in order to heal from and transform this area?

WHERE ARE WE TODAY?
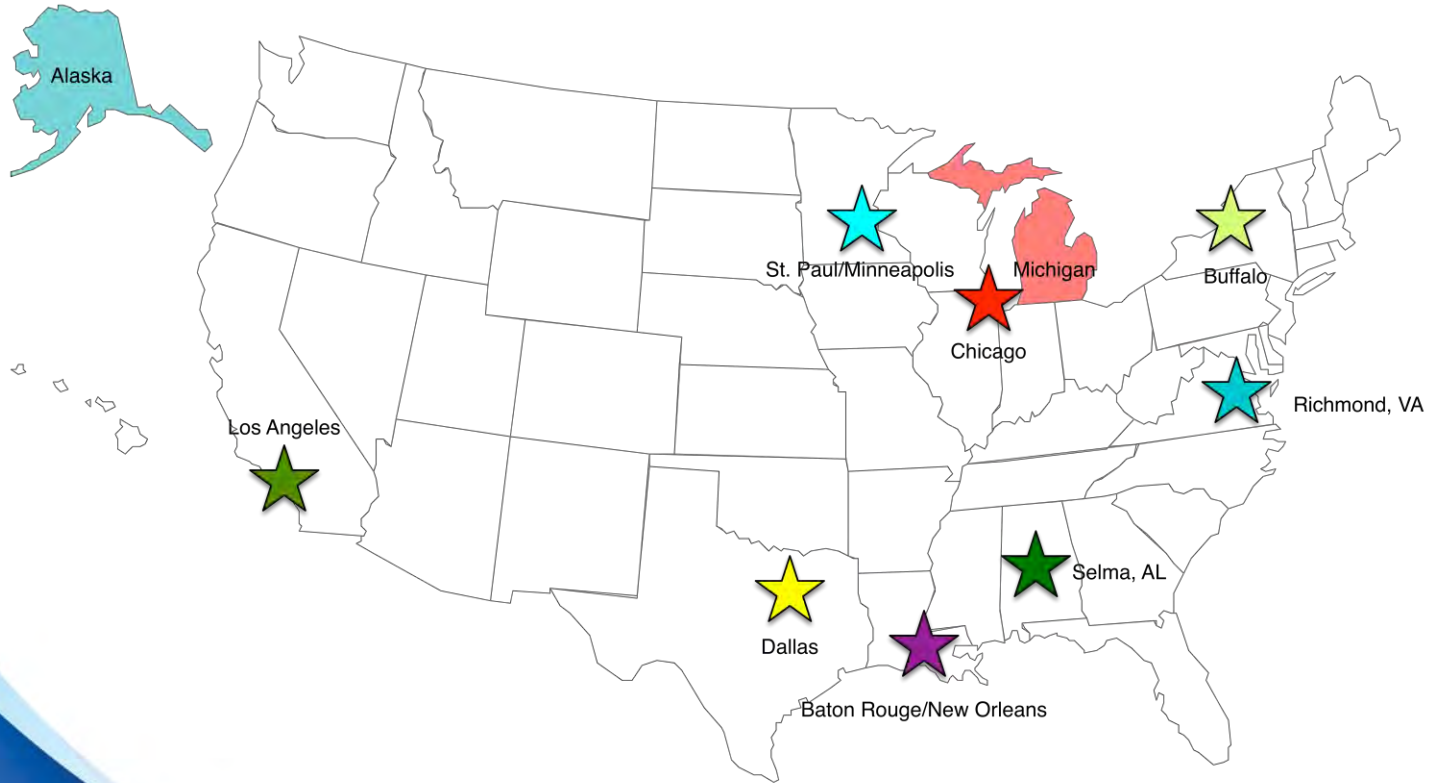
AMERICAN ASSOCIATION OF COLLEGES & UNIVERSITIES – AN EXAMPLE

The institutions selected as sites for the first TRHT Campus Centers are:

- Austin Community College (TX)
- Brown University (RI)
- Duke University (NC)
- Hamline University (MN)
- Millsaps College (MS)
- Rutgers University—Newark (NJ)
- Spelman College (GA)
- The Citadel, The Military College of South Carolina (SC)
- University of Hawai'i at Mānoa (HI)
- University of Maryland Baltimore County (MD)

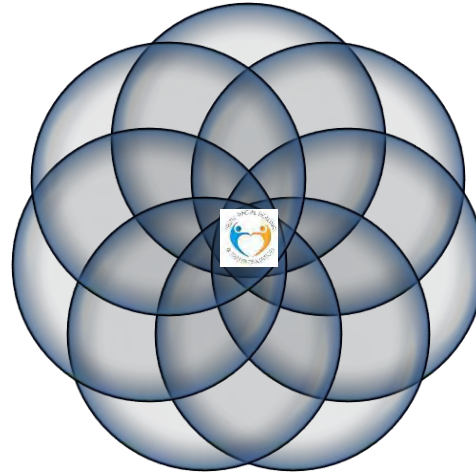# TRHT TECHNICAL ASSISTANCE & CAPACITY BUILDING

Racial Healing & Trust-Building

Evaluation & Reflection

Community Visioning

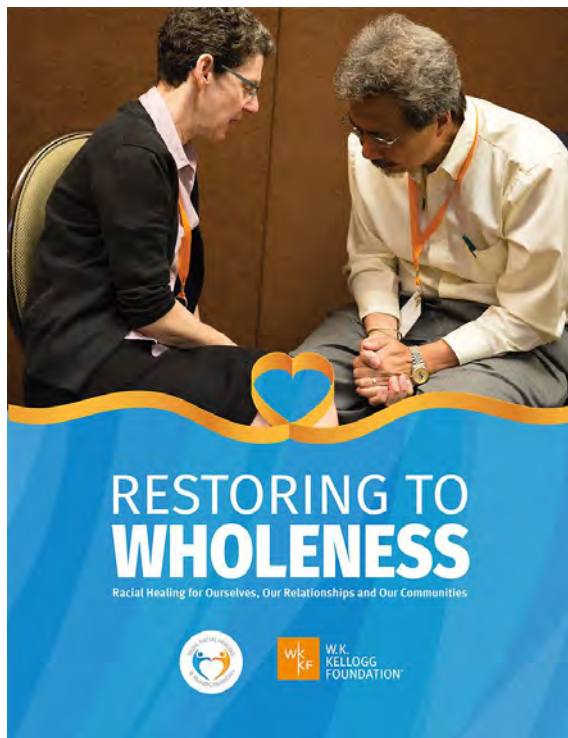Communications (Strategic/Crisis)

Narrative Change

Transforming Systems

Leadership Development (Intergenerational)

RACIAL HEALING & TRUST BUILDING

RACIAL HEALING PRACTITIONER CAPACITY BUILDING

COMMUNITY VISIONING

THE FIVE DESIGN QUESTIONS

1. What is the vision of our community once the belief in a hierarchy of human value has been jettisoned?
2. Where are the current realities of our community and how did we get here?
3. What are the key leverage points for change?
4. Who else needs to be involved to create healing and transformation?
5. What are the initial action steps we must take?

VISIONING

What is the vision of our community after racial hierarchy has been jettisoned?

The envisioning process engages our hearts in imagining future possibilities. This new focus generates needed creativity and fosters hope. How do you want all people to be treated, including people of color and white people? How do you want all residents to feel about the community, and their place in it?

EXAMINATION

Where are the current realities of our community and how did we get here?

It's important to unpack the current state and allow our understanding to be informed by the complexities of history. To heal and transform, we need to understand the truth. Public and private sector leaders? Whose interests and sensibilities shape policies? Evolution over time?

LEVERAGE

What are the key leverage points for change?

We need to be strategic in determining the actions that can have a cascading impact toward the vision we're creating. Who could be most impacted? Whose presence is important? Whose absence would be detrimental?

INVOLVEMENT

Who else needs to be involved to create healing and transformation?

We need those with influence and power – and those most affected. We need to have the right people in the room. Once we have figured out the strategic actions to take, we can revisit the discussion about who else needs to be involved.

ACTION

What are the initial action steps we must take to realize our vision of a healthy and just community?

Once we are clear, we know what action steps to take and how to hold ourselves accountable for the steps that need to be taken. We can assess how far they've taken us – and can figure out where to go next.

TRHT EVALUATION

Early Proposed Evaluation Question

What is the nature of TRHT efforts being conducted locally and nationally, including key features and characteristics, and to what extent is this work improving community capacity to fight racism and advance racial equality? Includes local organizational structure, racial healing, narrative change, transformation efforts and level of community engagement.

Learning and Improving

- *Is the design and structure of TRHT sufficient? Beneficial?*

- *Of what value is the technical assistance being provided?*

- *What improvements or adjustments can we make to increase the likelihood of success for communities?*

TRHT EVALUATION: TOWARD WHAT END?

- Levels of trust-building and racial healing across racial/ethnic groups and within communities

- Relative shifts in the larger narratives being told about various racial/ethnic groups, the nature of persistent racial disparities, and the possibilities for collective community transformation

- Increases in level of broad community engagement in TRHT-related efforts (residents, organizations, institutions, systems, etc.)

- Measureable progress in terms of access, connection and quality...
  - Educational experiences and supports
  - Employment and entrepreneurship, compensation and assets/wealth
  - Affordable and family-supportive housing
  - Availability of family-centered and culturally responsive supports

WHERE CAN I FIND MORE INFORMATION?

- www.healourcommunities.org

THANK YOU!