

## **IDEAS FOR IMPLEMENTING LIVING THE RACIAL JUSTICE CHARTER**

Identify the various racial, ethnic and cultural communities that live and work in your local areas. Are their identities and beliefs recognized and acknowledged in your schools, churches, city landscapes (businesses, policies, activities etc.).

Find out about your city government's and church's discrimination policies.

Invite individuals or groups from the different racial and ethnic communities in your area to speak at a meeting, highlighting local or area businesses owned by persons of color and sharing their experiences with racism.

Read, Read, Read, books written by African American, Native American, Hispanic, Muslim, Asian American and many others.

Identify and challenge your own cultural and racial assumptions, values and beliefs. Make a commitment to listen to others and learn.

Find out if local banks practice redlining (refusing to give loans to persons who live in certain neighborhoods, predominantly persons of color). This practice leads to food deserts and where much of the low-income housing is developed. Become an advocate and ally for change in such policies.

Decolonize your personal and community's education.

Access to healthcare is part of racial justice work. Find out about the maternal and infant mortality and morbidity rates in your area. Become an advocate for pre and postnatal care for all mothers and expand Medicaid for women and children.

Activism is not just using a bull horn. It's writing letters, making phone calls, voting, providing educational and networking opportunities throughout your community.

## How to Be an Ally for People of Color, People from Different Cultures

1. Seek out and learn with indigenous people, African Americans, Asian Americans, Hispanic communities and their related organizations, and with different faith groups.
2. Support artists and businesses from and within communities of color.
3. Think about language and how the lexicon has changed.
4. Advocate for accurate Native American, African American, Hispanic and Asian American history. Find out what is not being taught in local schools and colleges.
5. Seek to learn from a variety of voices.
6. Challenge stereotypes you see and hear.
7. Open dialogue about the harmful nature of Native American Mascots.