THE COMMUNICATOR'S ROLE IN RACIAL HEALING AND TRANSFORMATION

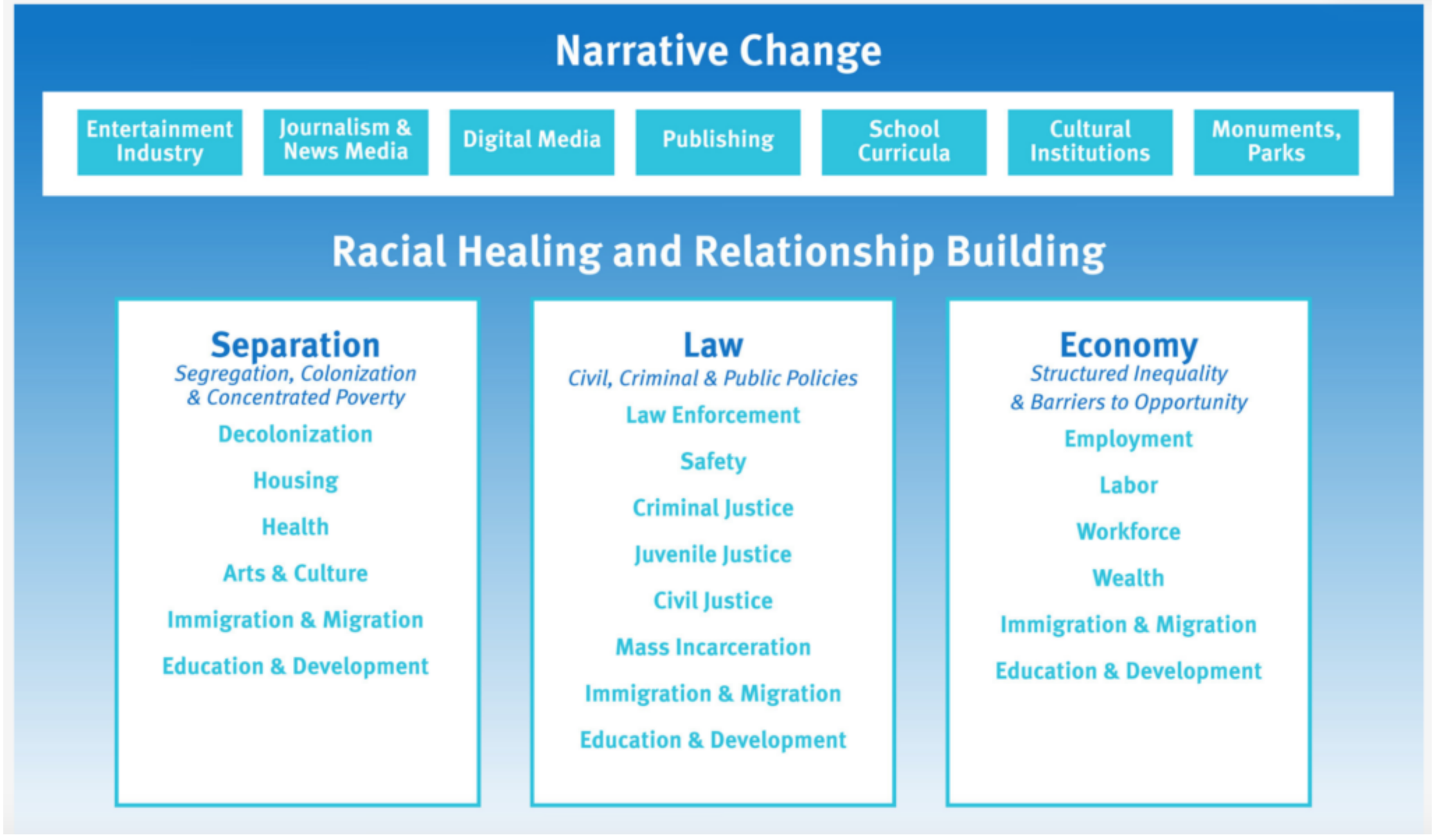


DALLAS TRUTH, RACIAL HEALING & TRANSFORMATION

MISSION: To create a radically inclusive city by addressing race and racism through narrative change, relationship building and equitable policies and practices.

@DallasTRHT #HowWeHeal
dallastrht.org

@stephaniedrenka
stephaniedrenka.com


Narrative Change
Entertainment Industry
Journalism & News Media
Digital Media
Publishing
School Curricula
Cultural Institutions
Monuments, Parks
Racial Healing and Relationship Building
Separation
Segregation, Colonization & Concentrated Poverty
Decolonization
Housing
Health
Arts & Culture
Immigration & Migration
Education & Development
Law
Civil, Criminal & Public Policies
Law Enforcement
Safety
Criminal Justice
Juvenile Justice
Civil Justice
Mass Incarceration
Immigration & Migration
Education & Development
Economy
Structured Inequality & Barriers to Opportunity
Employment
Labor
Workforce
Wealth
Immigration & Migration
Education & Development

There must be an accurate recounting of history, both local and national.

"… a common prerequisite to an effective and enduring effort to achieve racial equity and healing is full and accurate knowledge of the role racism has played in the evolution of communities."

- TRHT Guiding Principles

LAND & PEOPLE ACKNOWLEDGEMENT

DALLAS IS ON STOLEN LAND.

DALLAS WAS BUILT WITH STOLEN LABOR.

RACE

A political construction created by European anthropologists, scientists, and philosophers that groups people based on shared physical and social cues into categories that have values assigned by the dominant White group.



J. Fr. BLUMENBACH.

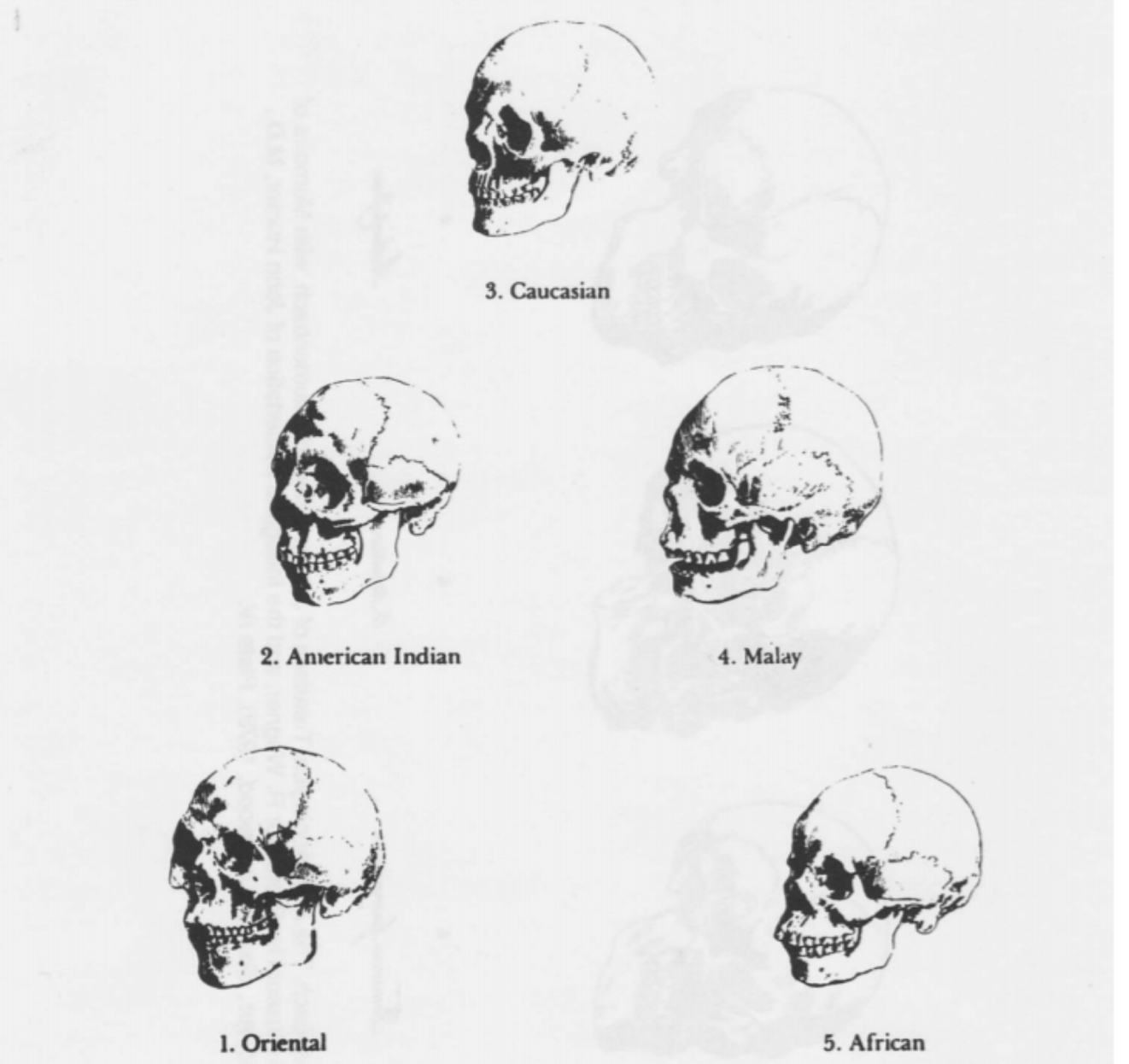


Figure 1. *Blumenbach's racial geometry in Stephen Jay Gould,* The Mismeasure of Man, *rev. and expanded ed. (New York/London: Norton, 1996), page 409.*

RACE IS NOT:

Ethnicity (shared cultural heritage of a group)

Based in science, genetics or biology

Set in stone. It is fluid (with the exception of the hierarchy top & bottom)

Nationality (belonging to a nation/country)

RACISM

A complex system of beliefs, practices and behaviors based on the false premise of White racial supremacy and inferiority of all others, and one that produces benefits and privileges for the dominate White group, and subordination and oppression for all other racial groups.

AFFIRM, COUNTER, TRANSFORM (ACT)

- **MYTH:** Race is biological.
- **FACT:** Race is a social construct.
- **Affirm:** You're right that a person's race is often identified or assumed based on ancestry and physical features.
- **Counter:** Those choices — how to categorize people, based on physical traits and other factors — were created by people with a vested interest in a racial system that justified enslavement and colonialism. There has never been such a thing as "real" biological races. Although race is a social construct, as opposed to biology, it is still a reality.
- **Transform:** Race can be a powerful part of identity, creating solidarity and community. We talk about race explicitly so that these historical wrongs can be addressed and righted — but it's important to understand that while race is and has been a real, meaningful part in individual peoples' lives and in history, it is a construct.

Government Alliance on Race & Equity: https://www.racialequityalliance.org

RACISM

Prejudice (Unfounded Beliefs + Irrational fear) + Institutional Power

FOUR LEVELS OF RACISM

Individual:

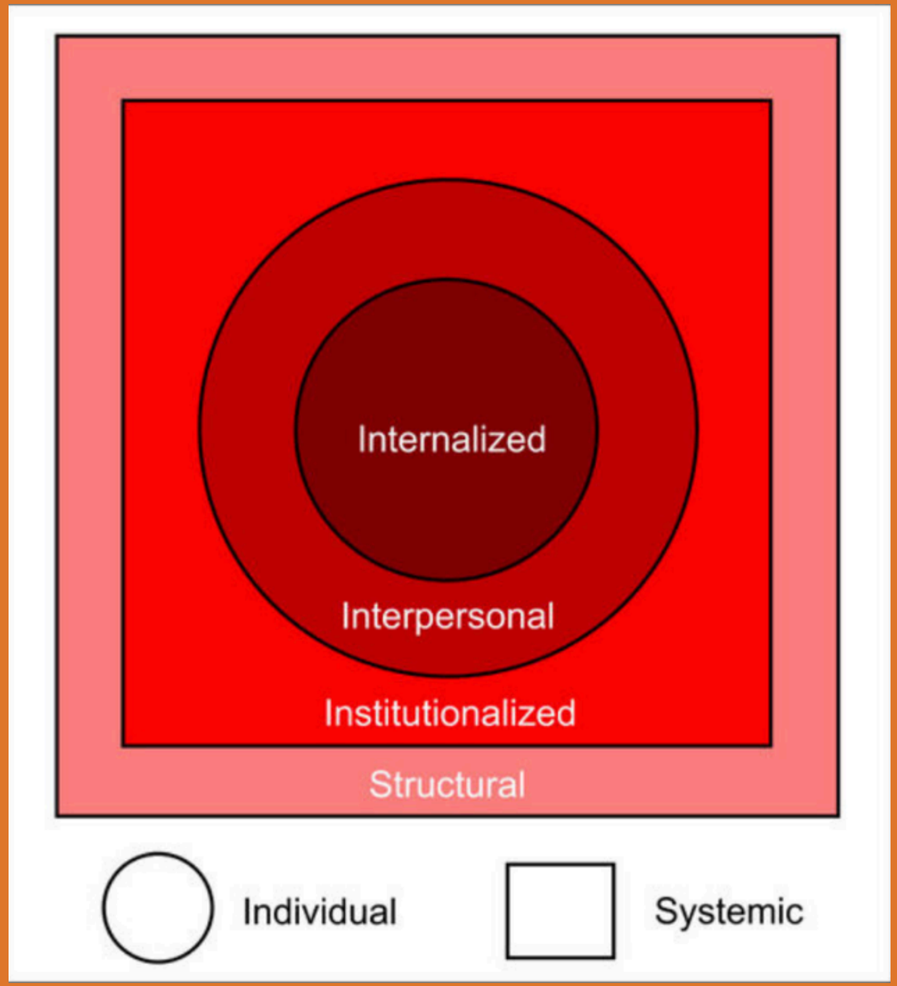
Internalized

Interpersonal

Systemic:

Institutionalized

Structural



AFFIRM, COUNTER, TRANSFORM (ACT)

- **MYTH:** Racism will end when individual people stop being racist.
- **FACT:** Structural racism drives inequities in our communities despite the good intentions of individual people. We can have entire organizations made up of well-intentioned people who are operating within an institution and system that is perpetuating racial inequities. We must dismantle structural racism to achieve equitable outcomes.
- **Affirm:** The personal is political, and identifying our own actions and inactions as individuals is critically important in racial equity work.
- **Counter:** While individual acts of racism are destructive, fixing them will never be enough — structural change drives individual change much more quickly than the other way around.
- **Transform:** As individuals, we all need to step up and be accountable for our own roles in ongoing issues of race. But our effort will yield the best results if we focus our interventions on institutional and structural change.

Government Alliance on Race & Equity: https://www.racialequityalliance.org

RACIAL HEALING

Racial healing is a process that restores individuals and communities to wholeness, repairs the damage caused by racism and transforms societal structures into ones that **affirm the inherent value** of all people. It makes it possible to **acknowledge and speak the truth** about past wrongs created by individual and systemic racism and to address present-day consequences for people, communities and institutions.

RACIAL HEALING

Racial healing benefits all people because regardless of background, we are all living in and impacted by the narratives and conditions present throughout this increasingly interconnected, radicalized world.

AFFIRM, COUNTER, TRANSFORM (ACT)

- **MYTH:** Good life outcomes are based on hard work and good values.
- **FACT:** Hard work and individual success are common values in American culture, but hard work isn't nearly enough to overcome historical and current structural racism.
- **Affirm:** Yes, hard work can help individuals affected by racial inequities to make some gains, and yes, European immigrants had many challenges in their journeys to becoming successful citizens. They have worked hard.
- **Counter:** Research shows that people of color actually have to work harder to attain the same — or often worse — outcomes than White people. This expectation is unfair and places the burden of effort on those who have already been most burdened and disadvantaged by current systems. Even more importantly — hard work isn't nearly enough to overcome the many, layered structural disadvantages faced by people of color. Believing that hard work is all it takes strengthens myths that White people enjoy better outcomes because of their hard work alone, rather than acknowledging that White wealth, power and resources have come at the expense of wealth, power and resources of people of color — both intentionally and unintentionally.
- **Transform:** Rather than an "either-or," it is important to acknowledge the importance of individual hard work, and to recognize that the playing field has never been level. In government, we have a unique responsibility to recognize institutional and structural drivers of inequity — and we have the responsibility and ability to transform them.

Government Alliance on Race & Equity: https://www.racialequityalliance.org



Impact > Intent

AFFIRM, COUNTER, TRANSFORM (ACT)

- **MYTH:** "I don't see color."
- **FACT:** Although colorblindness might be well-intentioned, it is not possible, and attempting it is harmful, not helpful.
- **Affirm:** It is tempting to believe that if we believe in equality for all people and racial justice, we become "post-racial" or colorblind.
- **Counter:** While we are working diligently toward a future where racial identity no longer predict outcomes, attempting to ignore race often does more harm than good. It can create feelings of invisibility for people of color, willful ignorance of ongoing racial inequities, and an inappropriate shift of focus to issues of economic justice or other social factors. Equally importantly, it's not possible for any of us to be colorblind — race and racism are powerful factors in shaping each of our identities and our country.
- **Transform:** Being explicit about race is one of the most important skills we need to advance racial equity.

Government Alliance on Race & Equity: https://www.racialequityalliance.org

RACIAL EQUITY

The process and outcome that would be achieved if one's racial identity no longer predicated, in a statistical sense, how one fares.

Assessing racial equity in our institutions involves analyzing data and information about race and ethnicity; understanding disparities and learning why they exist; looking at problems and their root causes from a structural standpoint; and naming race explicitly when talking about problems and solutions.

RACIAL JUSTICE

A proactive reinforcement of policies, practices, attitudes and actions that produce equitable power, access, opportunities, treatment, impacts, and outcomes for everyone.

THE COMMUNICATIONS NETWORK REPORT (2019)

- Racism is absent from diversity, equity, and inclusion (DEI) plans and commitments. The terms "race" and "racism" rarely appear in organizational DEI definitions, even for organizations focused on justice and equity.
- Impact bias is present in social good communications and some people don't see themselves reflected in messaging.
- There is a significant lack of data and metrics on effective racial equity communications.
- Almost half of the survey respondents recognized unintentional reinforcement of stereotypes and an overall lack of understanding of what language should be used in racial equity messaging.
- To fully embrace racial equity work, organizations need to invest in creating strong internal communications and culture-building across all staff levels.
- There is often a disconnect between the way an organization communicates around racial equity and its internal policies, practices, and staffing.

https://comnetworkdei.org/reports

~~“racially charged”~~

~~“racially tinged”~~

~~“racially insensitive”~~

~~“racially motivated”~~

~~“racial undercurrent”~~

“racist or racism”

AP Stylebook: Race-Related Coverage

racially charged, racially motivated, racially tinged

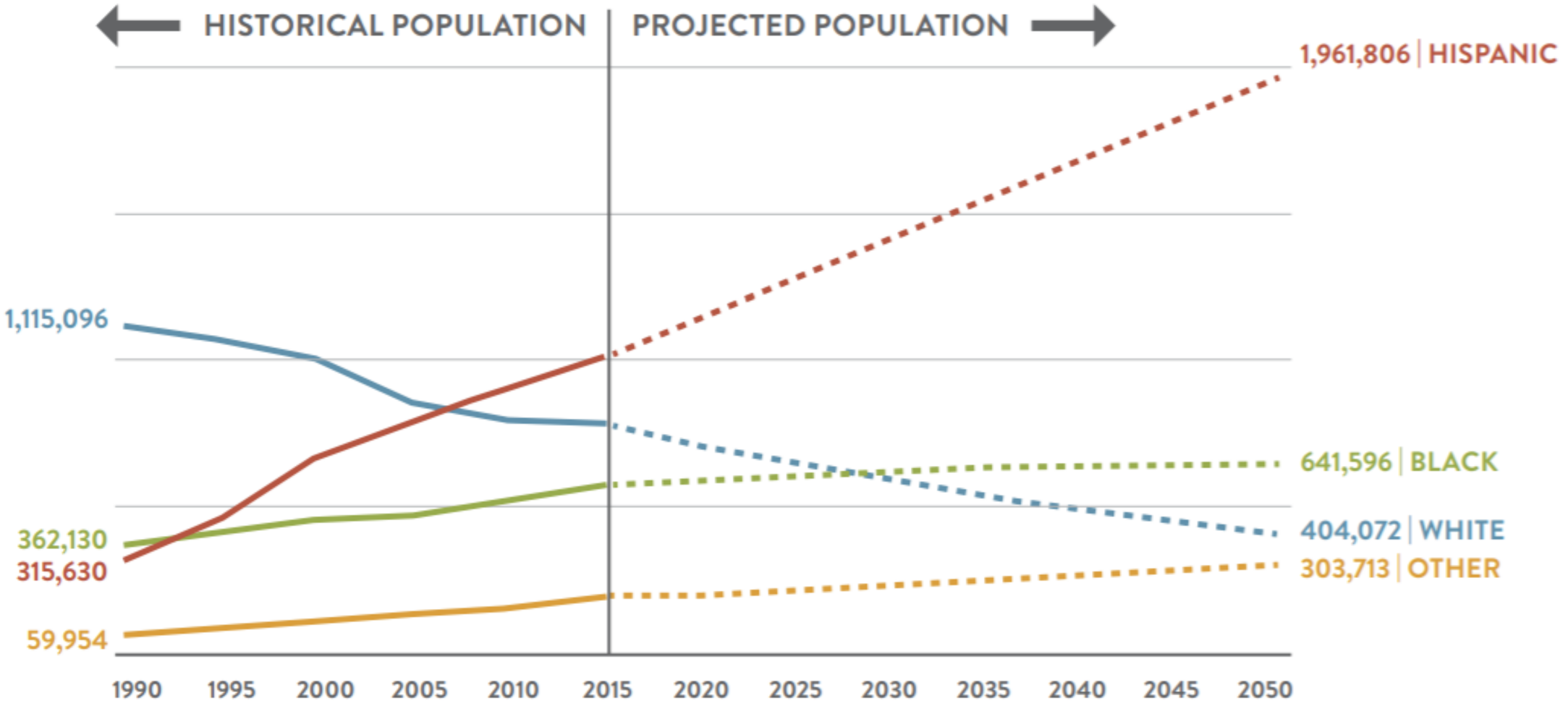
Avoid using these vague phrases to describe situations in which race is or is alleged or perceived to be a central issue, but that do not meet the definition of racist or racism. As alternatives, terms including xenophobic, bigoted, biased, nativist or racially divisive may be clearer, depending on the context. In some cases, the term racial is appropriate: racial arguments, racial tensions, racial injustice. Always give specifics about what was done, said or alleged. Do not use euphemisms for racist or racism when the latter terms are truly applicable.

~~“Minority”~~

“People of Color”

mi·nor·i·ty:

the smaller number or part, especially a number that is less than half the whole number.



"By 2050, Black and Hispanic residents of Dallas County are projected to make up approximately 80 percent of Dallas County's population, and all people of color will make up approximately 88 percent of the projected 3.3 million Dallas County residents."

~~“blacks”~~

“Black people”

AP changes writing style to capitalize "b" in Black

By The Associated Press June 19, 2020

~~“People of color”~~

when you really mean...

“Black people”

~~“Caucasian”~~

~~“Anglo Saxon”~~

“White people”

~~“Oriental”~~

“Asian American”

“In addition to portraying a Eurocentric view of the world, dividing the globe into the West and East smushes together all the cultures on each side and treats them as opposites, rather than appreciating the nuances within each category and the similarities between different parts of the world.”

- Suzannah Weiss, Bustle

HERITAGE MONTH

After 50 years of 'Asian American,' advocates say the term is 'more essential than ever'

Academics trace the origins of the term "Asian American" to 1968 and University of California, Berkeley students inspired by the Black Power Movement.

Activists and academics trace the origins of the term back to 1968 and University of California, Berkeley students Yuji Ichioka and Emma Gee, who, inspired by the Black Power Movement and the protests against the Vietnam War, founded the Asian American Political Alliance as way to unite Japanese, Chinese and Filipino American students on campus.

Be careful using “Latino/Hispanic”
as a racial descriptor…
“Latinx people can be Black, White, Native
and/or many other racial descriptors”

Be careful using “Native/Indigenous” as a descriptor of people who are from American Indian tribes...

“There are over 570 federally recognized Indian Nations in the United States.”

Self-Identification

“Wherever categorization and labels are used to oppress groups of people, self-identification becomes an act of resistance. At the same time, people who are robbed of opportunities to self-identify lose not just words that carry political power, but may also lose aspects of their culture, agency, and spirit. Progressive writing, as much as possible, should strive to include language that reflects peoples’ choice and style in how they talk about themselves.” - SumofUs.org

“Reclaimed words should be used only by people within the marginalized group that the term is specific to, and by no one else.”

- Kaylee Jakubowski, everydayfeminism.org

Inner city

Disadvantaged

At-Risk

In Need

Low-Income

Less Fortunate

Underprivileged

Marginalized

Better Homes & Gardens

SUBSCRIBE

BHG.COM | NEWS

Teens Working at This Dallas Restaurant Pack 1,600 Meal Kits Every Week for Families in Need

Café Momentum is a non-profit that also serves as a culinary training facility to equip at-risk youth with life skills, education, and employment opportunities.

By **Katlyn Moncada**

June 05, 2020

THE TEXAN

Local News

Rioters Damage Dallas Restaurant that Employs At-Risk Youth

Café Momentum aims to help youth seeking to change paths from delinquency to productivity, and suffered substantial damages during Dallas' protests.

HAYDEN SPARKS | JUNE 8, 2020

Restaurant that employs at-risk youth turning tough time into promise

A Dallas restaurant that helps at-risk youth has been hurt by the coronavirus pandemic and was damaged during recent protests. But Cafe Momentum owner Chad Houser says his staff has turned the tough time into one of promise. More: cafemomentum.org

Posted 5 days ago

“The discourse of risk ignores institutionalized structures of inequality and a systemic analysis of what places youth at risk.”

- Carmen Veloria

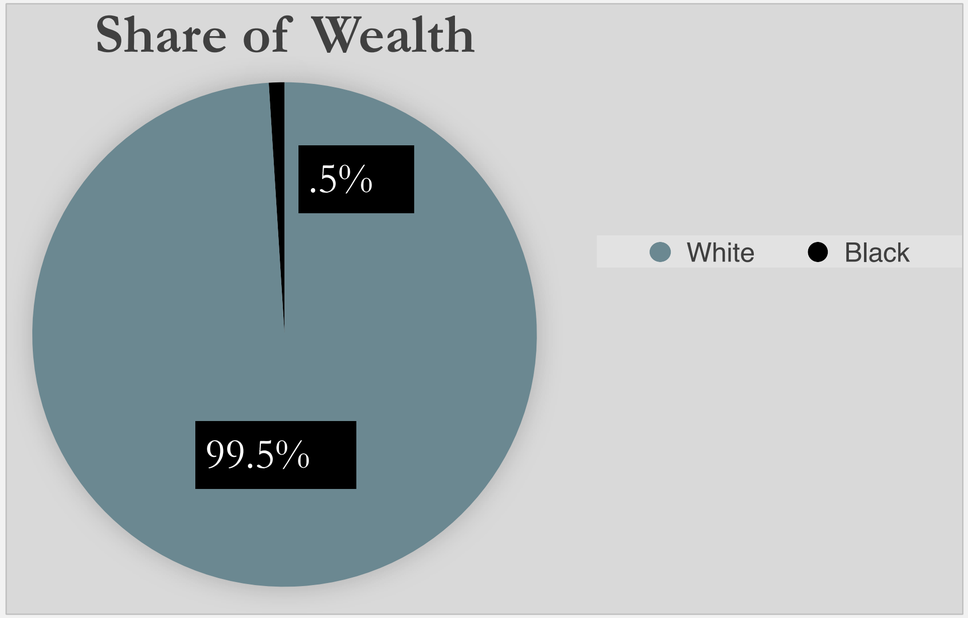
Racial Wealth Gap

At $171,000, the net worth of a typical White family is nearly ten times greater than that of a Black family ($17,150)

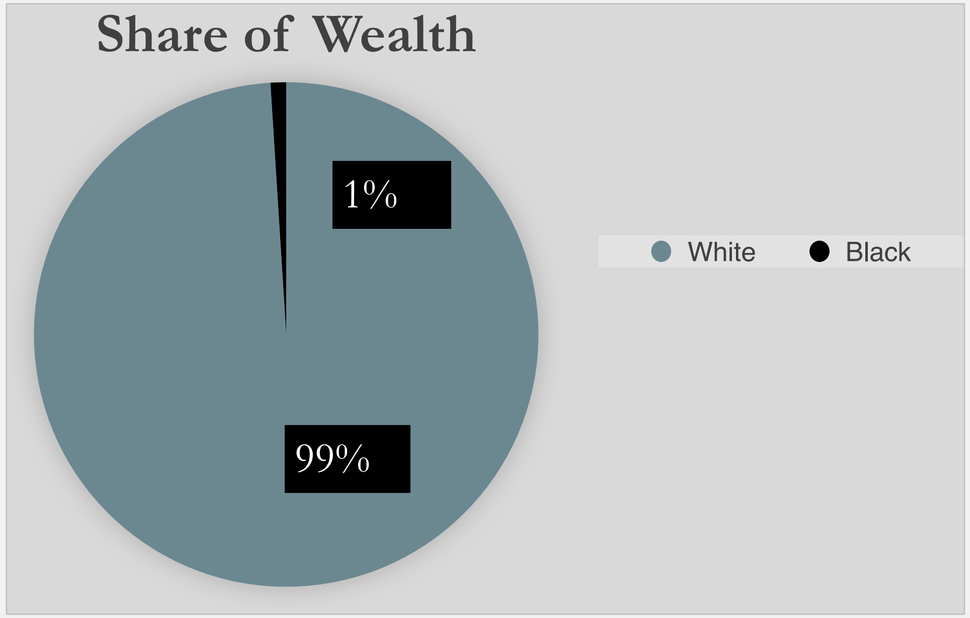
- Brookings, 2016

BLACK V. WHITE SHARE OF WEALTH

POST-CIVIL WAR



TODAY



Being Black, Living in the Red: Race, Wealth, and Social Policy in America, Dalton Conley, University of California Press 2010. Pg. 25.

Dallas-Fort Worth Has the Worst Income Inequality by Neighborhood in the U.S.

Governing **reports on a new Urban Institute report that looks at how income inequality affects neighborhoods.**

BY PETER SIMEK | PUBLISHED IN FRONTBURNER | JULY 2, 2015 | 11:32 AM

POLITICS & GOVERNMENT

Dallas' Poverty Problem Is a Segregation Problem

Why Dallas, one of the most segregated cities in the country, needs a comprehensive housing policy.

BY ALEX MACON | PUBLISHED IN FRONTBURNER | NOVEMBER 7, 2017 | 9:00 AM

WORLD CLASS CITY

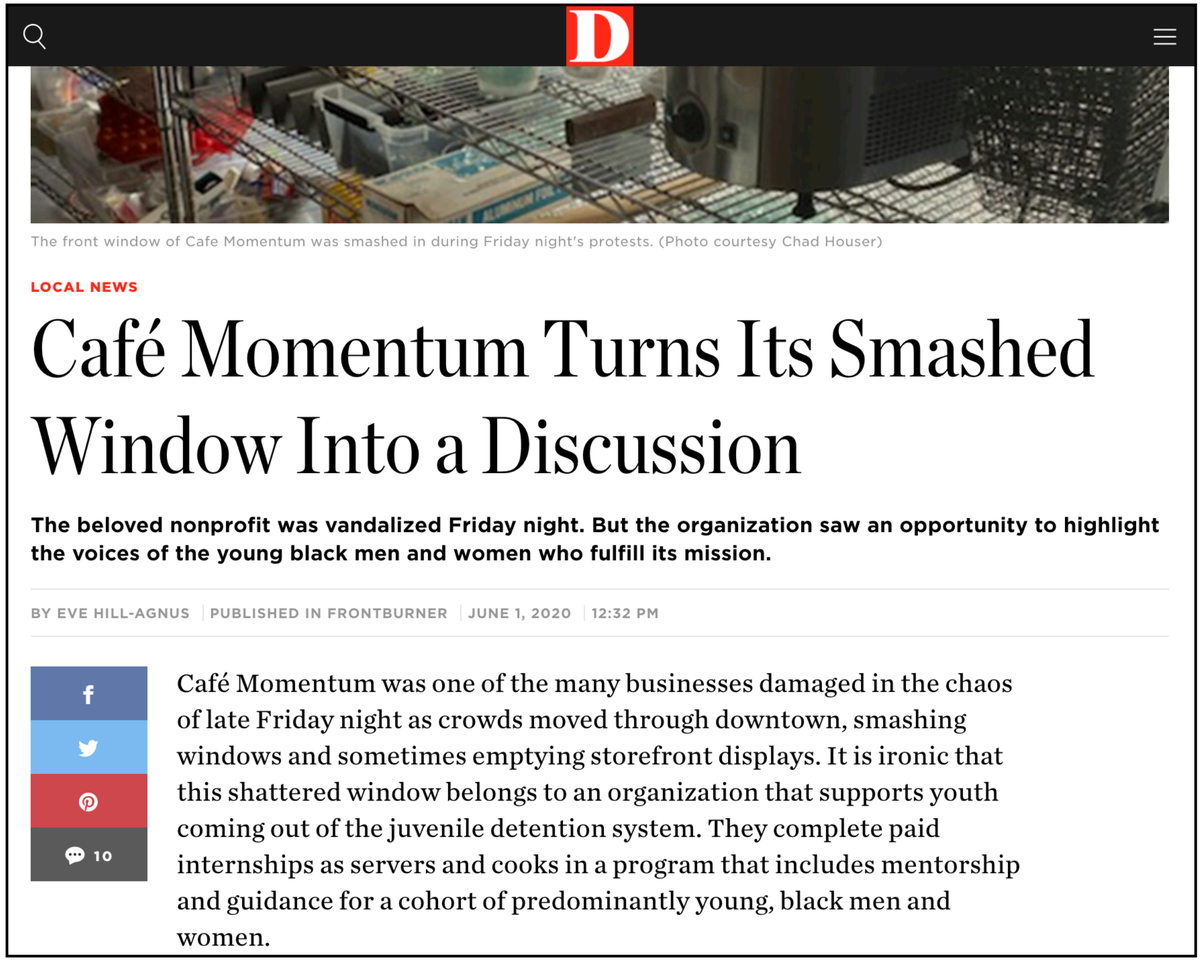
Dallas Ranked Dead Last in Study of Economic Inclusivity

You've heard this one before, but a new report shows again just how bad economic inequality is in Dallas.

BY ALEX MACON | PUBLISHED IN FRONTBURNER | APRIL 26, 2018 | 12:27 PM

“Left unaddressed, the gaping racial wealth gap is going to have dire consequences for our nation’s economic security.”

- Simona Combi, Media Relations Manager
Center for Global Policy Solutions



The front window of Cafe Momentum was smashed in during Friday night's protests. (Photo courtesy Chad Houser)

LOCAL NEWS

Café Momentum Turns Its Smashed Window Into a Discussion

The beloved nonprofit was vandalized Friday night. But the organization saw an opportunity to highlight the voices of the young black men and women who fulfill its mission.

BY EVE HILL-AGNUS | PUBLISHED IN FRONTBURNER | JUNE 1, 2020 | 12:32 PM

10

Café Momentum was one of the many businesses damaged in the chaos of late Friday night as crowds moved through downtown, smashing windows and sometimes emptying storefront displays. It is ironic that this shattered window belongs to an organization that supports youth coming out of the juvenile detention system. They complete paid internships as servers and cooks in a program that includes mentorship and guidance for a cohort of predominantly young, black men and women.

An earlier version of this story included the inaccurate phrase "at-risk youth plucked from the juvenile detention system." "Plucked" failed to acknowledge the agency of the young men and women who choose to actively participate in the program, and "at-risk" was improperly used as an adjective without specific data to support it. We apologize for the sentence.

“Reclaiming power from racist systems takes a willingness to come to the conversation with curiosity and openness and a willingness to get it wrong without letting that stop us from continuing to try to understand and do better.”

- SumofUs.org

People-First Language

- Avoid labeling individuals (such as “at risk”)
- Also avoid substitutes for labels, since these are quickly recognized as labels (“opportunity youth” “at promise”)
- Avoid program names that subtly or not-so-subtly label participants
- Develop language that focuses on the person rather than the program
- Focus on assets rather than problems or deficits

- suwn.org

"At its core, person-first language seeks to acknowledge the inherent and equal value of every individual, before attaching any other descriptors or identities the person may view as secondary or not intrinsic. Communicating using person-first language begins with empathy."

- Edutopia

Deficit-based:

Disadvantaged youth

People-First:

Young People Experiencing Educational Disadvantage

Deficit-based:

Resources for At-Risk Students

People-First:

Resources to Reduce Risk Factors for Students

“Oppressive language does more than represent violence; it is violence; does more than represent the limits of knowledge; it limits knowledge.”

- Toni Morrison

Black Victim

Police: Slain Lakeland Teen Had Been Shot Before; Death Possibly Drug-Related

Trayvon Martin was suspended three times from school

Montgomery's latest homicide victim had history of narcotics abuse, tangles with the law

Ohio man was carrying variable pump air rifle — not a toy — when cops killed him: attorney general

White Suspect

Ala. suspect brilliant, but social misfit

Son in Staten Island murders was brilliant, athletic -- but his demons were the death of parents

Oregon school shooting suspect fascinated with guns but was a devoted Mormon, his friends say

Santa Barbara shooting: Suspect was 'soft-spoken, polite, a gentleman', ex-principal says

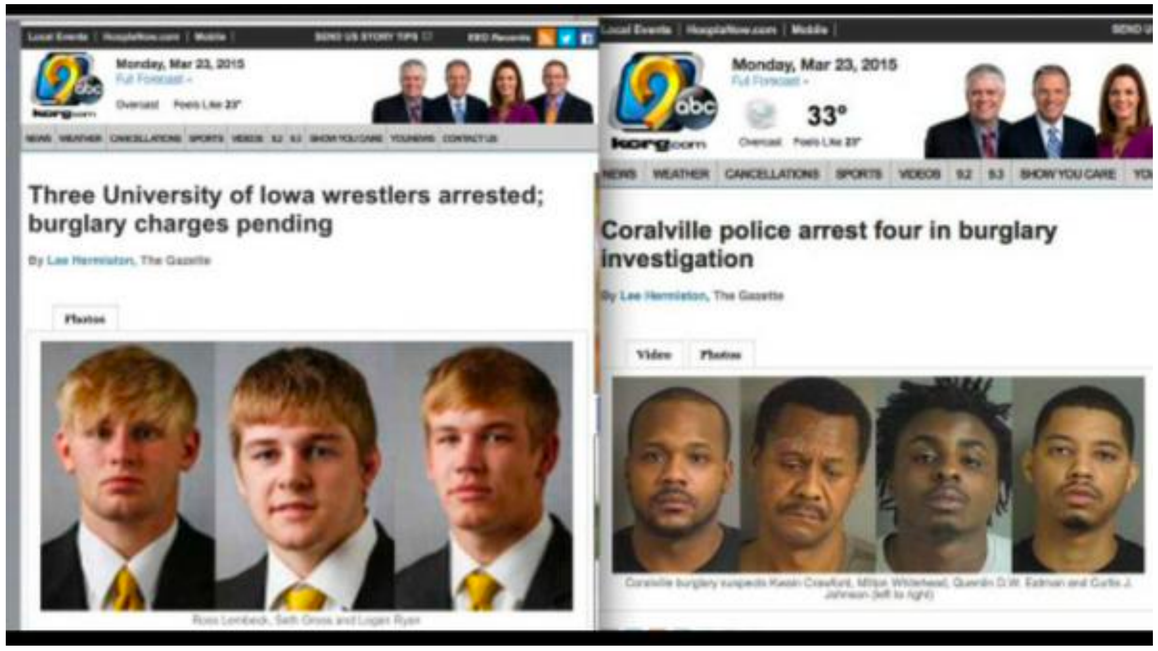
Passive vs. Active Voice

"An opportunity to scan for active voice should be taken as an opportunity to root out implicit bias toward status quo systems of power by naming the actors of oppression, whether human, institutional, or cultural."

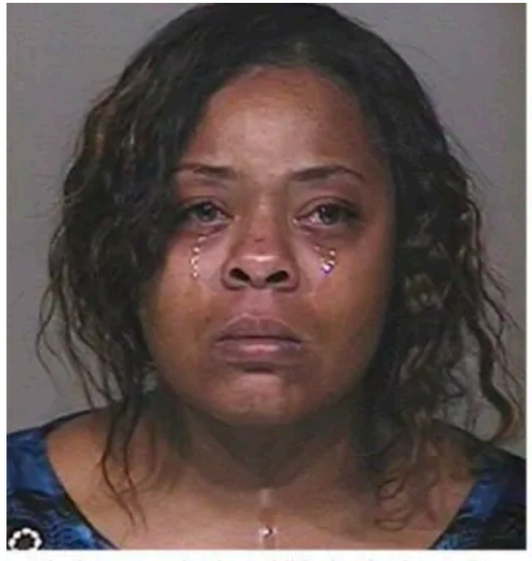
- SumofUs.org

“The dominant media is itself a tool of white supremacy: it repeats what the police deliver nearly verbatim and uncritically. The media use phrases like ‘officer-involved shooting’ and will switch to passive voice when a black man is shot by a white vigilante or a police officer (‘shots were fired’).”

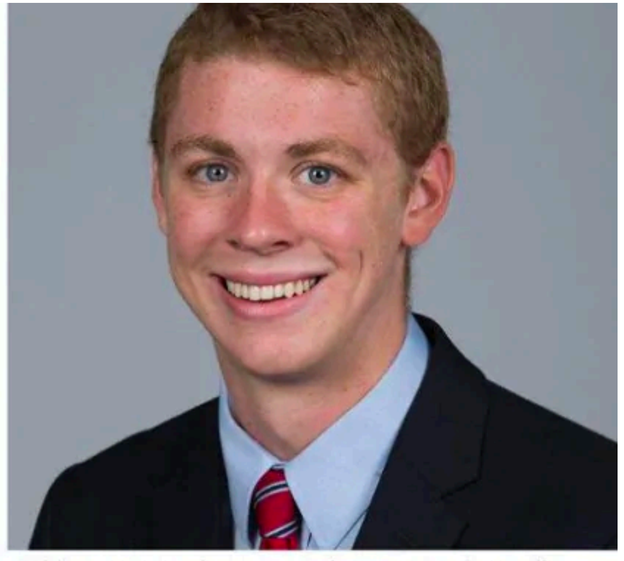
- Vicky Osterweil, The New Inquiry







Black woman let her child play in the park next to where she worked. This is the image the media circulated, her mug shot.



White man raped an unconscious woman in an alley behind a dumpster. This is the image the media is circulating, his Stanford yearbook picture.



Associated Press AP - Tue Aug 30,11:31 AM ET

A young man walks through chest deep flood water after looting a grocery store in New Orleans on Tuesday, Aug. 30, 2005. Flood waters continue to rise in New Orleans after Hurricane Katrina did extensive damage when it

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RELATED

- Looting Takes Place in View of La. Police AP - Ti



AFP AFP/Getty Images - Tue Aug 30, 3:47 AM ET

Two residents wade through chest-deep water after finding bread and soda from a local grocery store after Hurricane Katrina came through the area in New Orleans, Louisiana.(AFP/Getty Images/Chris Graythen)

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- Katrina's Effects, at a Glance AP - Wed Aug 31,11:11 AM ET

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Marauders From Inner City Prey on L.A.'s Suburbs

By RICHARD E. MEYER and MIKE GOODMAN, *Times Staff Writers*

One by one and in small bands, young men desperate for money are marauding out of the heart of Los Angeles in a growing wave to prey upon the suburban middle and upper classes, sometimes with senseless savagery.

In the last 10 years, the ghettos and barrios of the city have increasingly become staging areas for robbers, burglars and thieves who ride the freeways like magic carpets to hit homes and businesses in such areas as Pasadena, Covina, Glendale, Palos Verdes, Long Beach, West Los Angeles and Beverly Hills.

A Times computer analysis shows that 41% of the felons who stole money or property in a sampling of middle- and upper-class suburbs in 1979 were ranging out of the inner city. An especially intense study of the chief target area—the western suburbs—suggests that this percentage is nearly twice as large as it was in 1969.

In the western suburbs, particularly the Culver City-West Los Angeles-Beverly Hills-Santa Monica area, marauders from the inner city in 1969 accounted for 26% of all convictions for predatory crime—robbery, burglary, theft, forgery, fraud or fencing. By 1979, that figure had reached 42%.

Six months ago, a team of Times reporters and researchers set out to investigate an emerging phenomenon in America: the permanent underclass. Last Sunday, The Times published the first of two special reports on their findings: a portrait of a third-generation Chicago welfare family, coupled with an analysis of how the underclass came into being and its implications for the future of America. Today's concluding report comes from the inner city of Los Angeles. Thousands of people live there, most of them law-abiding and as concerned as their suburban counterparts about crime. In fact, they are often the victims of the most desperate of the underclass: those for whom predatory crime has become a way of life—the subject of today's report. (See related editorial, Part IV, Page 4.)

Inner-city criminals still prey more frequently on residents of ghettos and barrios than they do on residents of the suburbs. But the computer analysis shows that the increase in marauding out of the inner city has been accompanied by a decrease in predatory crime within the ghettos and barrios.

In addition to West Los Angeles, Long Beach, Pasadena, Palos Verdes, Covina, Beverly Hills and Glendale, the sampling of upper- and middle-class suburbs in which marauding from the inner city increased overall includes Malibu, Santa Monica, South Pasadena, San Marino, Torrance, Redondo Beach, Manhattan Beach, El Segundo, Arcadia, Sierra Madre, Topanga, La Canada and northern San Gabriel.

The computer analysis, plus interviews with more than 30 marauders who operate from the inner city, show:

—An increasing desperation among the underclass to survive. The most desperate have discovered that robbing the affluent can be easy and lucrative. Ronald Trotter, 28, member of a ghetto family of 15 brothers and sisters called the Pygmies, infamous for its pioneer marauders, says: "You know, ain't nothing down here, and the niggers is really poor. They ain't got no money. They's poor, man! . . . There's no way to make it . . . There ain't nothing for them to do but go out there and get the money."

—A lack of education, jobs and deterrent. Trotter dropped out of school. So did 56% of the predatory felons analyzed by The Times. Trotter is from a family on welfare for three generations; like all of the predators interviewed, he has no job. Seventy-five percent of the predators in the computer analysis are unemployed or have no job skill. Trotter is a repeat offender. Predators in the computer analysis with more than a dozen prior convictions and arrests get stiff sentences only a quarter of the time—and repeat their crimes.

The computer analysis and interviews show that most of the marauders preying out of the inner city are black, between 18 and 24 years old and leave the ghetto to commit crimes because their home turf in South-Central Los Angeles has been picked over. They have little fear of getting caught because chances of that happen-

Please see MARAUDERS, Page 11

Los Angeles Times

Circulation: 1,043,028 Daily / 1,289,314 Sunday

Sunday, July 12, 1981

★ / 566 pages / Copyright 1981, Los Angeles Times / Sunday 75¢

“The police beating of Rodney G. King in 1991, and the unrest that followed the subsequent acquittal of the four LAPD officers charged with assaulting him, exposed once again why that mattered. With 63 people dead, the 1992 uprising was far deadlier than the earlier Watts riots, in which 34 people died. The Times was awarded a Pulitzer Prize for its coverage of the disturbances, just as it was after Watts. But in later years academics argued that The Times overemphasized the role of Black Angelenos in the riots (half of those arrested by the LAPD were Latino) and sensationalized Black-Korean conflict (a Korean-born shopkeeper, Soon Ja Du, had killed a Black teenager, Latasha Harlins, the previous year inside her family’s grocery store).”

- The Los Angeles Times Editorial Board

"Editorial: An examination of The Times' failures on race, our apology and a path forward" (September 27, 2020)

“Prompted by a pandemic, an economic crisis and a national debate over policing — all of which have spotlighted racial disparities in the United States — our nation now faces a long-delayed reckoning with systemic racism. We would be remiss, in the autumn of 2020, a season of grief and introspection, if we did not take part in that self-examination. This editorial is one part of that process.”

- The Los Angeles Times Editorial Board



LOCAL

The truth in Black and white: An apology from The Kansas City Star

Sarah Rector

Minnie Crosthwaite

“Today we are telling the story of a powerful local business that has done wrong. For 140 years, it has been one of the most influential forces in shaping Kansas City and the region. And yet for much of its early history — through sins of both commission and omission — it disenfranchised, ignored and scorned generations of Black Kansas Citians. It reinforced Jim Crow laws and redlining. Decade after early decade it robbed an entire community of opportunity, dignity, justice and recognition.

That business is The Kansas City Star.

Before I say more, I feel it to be my moral obligation to express what is in the hearts and minds of the leadership and staff of an organization that is nearly as old as the city it loves and covers:

We are sorry.”

- Mike Fannin, Editor of The Star



BREAKING NEWS 2 charged in assault of Capitol officer who died after riot **Read More »**

BUSINESS

'We are outraged': Motel 6 ends relationship with The Richards Group over 'hateful comments'

The Home Depot also confirmed they were ending their relationship with the Dallas-based advertising agency.

TexasMonthly

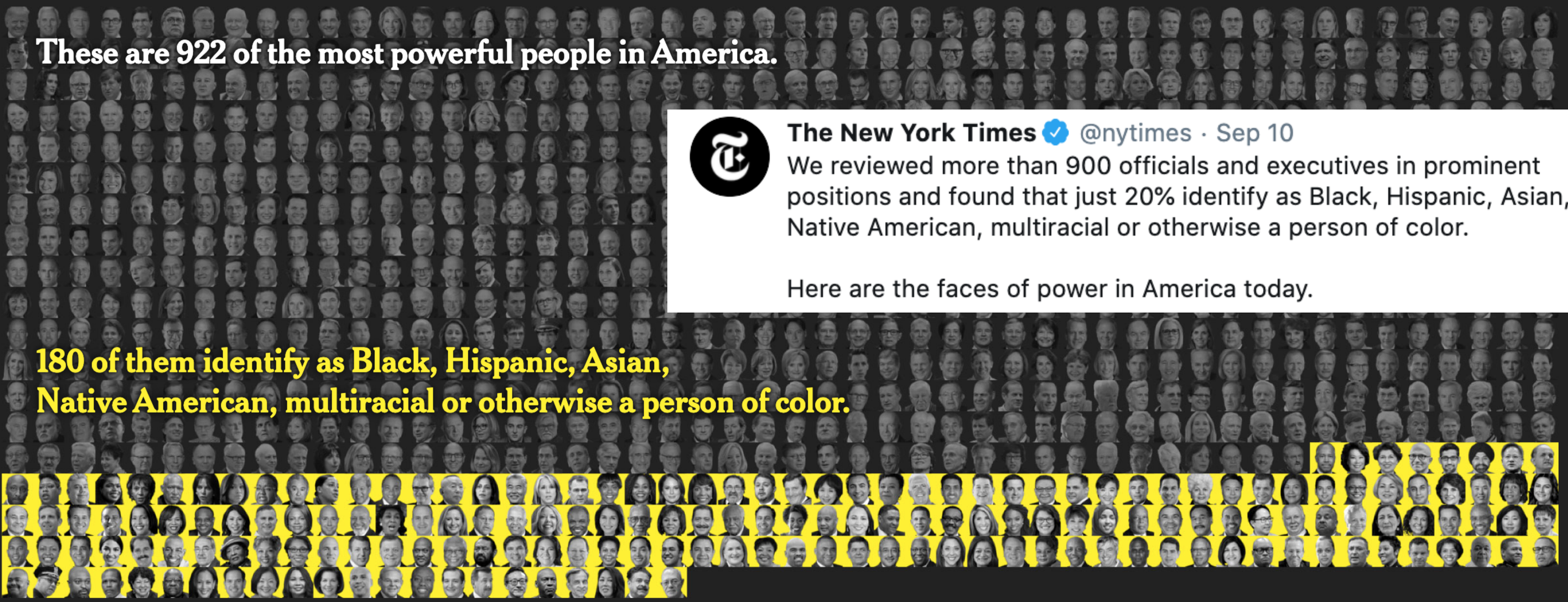
NEWS

After Offensive Comments, Stan Richards Leaves His Dallas Ad Agency

The longtime adman had no choice in the face of massive losses following his insensitive statement that a Motel 6 ad was “too Black.”

BY GLENN HUNTER

DATE OCT 16, 2020



The New York Times @nytimes · Sep 10
We reviewed more than 900 officials and executives in prominent positions and found that just 20% identify as Black, Hispanic, Asian, Native American, multiracial or otherwise a person of color.

Here are the faces of power in America today.

Faces of Power: 80% Are White, Even as U.S. Becomes More Diverse

26

people run the 25 highest-valued companies

6

are Asian or Black



Note: Netflix has two chief executives.

25

people run the top TV networks and Hollywood studios

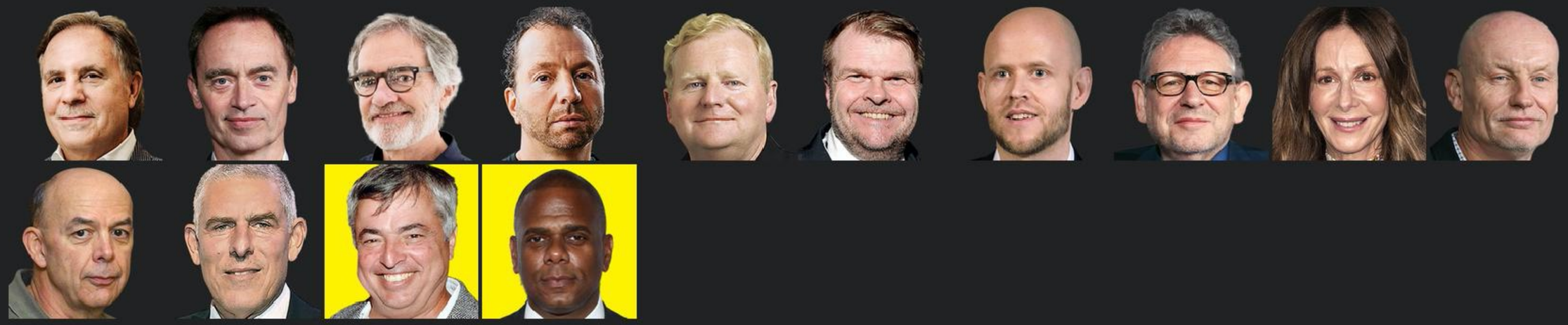
3

are Black or Hispanic



14 people oversee most of the music that is produced and played

2 are Black or Hispanic



26

people run the top-25 universities

1

is Hispanic



Note: List includes universities that are tied for 25th place or higher.

15 people direct major news organizations. 3 are Black or Hispanic.

The news industry is spread across a range of media. These are the top editors of the six newspapers with the largest circulations, the three major broadcast networks, the three big cable news channels and the websites with the most monthly visitors.



Note: Alexandra Wallace, the head of media and content for Verizon, the parent company of Yahoo and HuffPost, has been directly overseeing the daily operations of HuffPost after the departure of its editor in chief earlier this year.

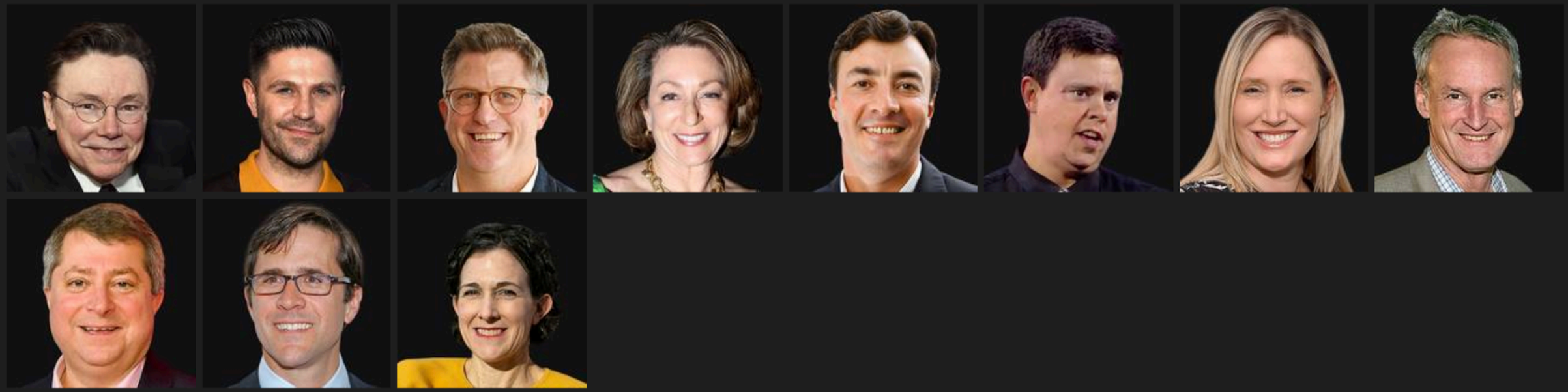
The 5 people who have the most influence over book publishing are all white.

The heads of the so-called Big Five publishers shape literary culture and are responsible for a vast majority of best-selling books.



The people who edit the 10 most-read magazines are all white.

Collectively, the publications with the largest print and digital audiences reach hundreds of millions of readers a month.



Note: Sports Illustrated has two editors.

99 people own professional baseball, basketball and football teams. 6 are Asian, Black or Hispanic.

The principal owners of the teams in the country's three biggest sports leagues are also overwhelmingly white and male, even though a majority of players in the N.F.L. and N.B.A. are people of color. Some players have even questioned the use of the word "owner" because of its slavery connotation.








431
people currently write laws in the House of Representatives
112
are Asian, Black, Hispanic, Native American or otherwise identify as a person of color

The New York Times

Diversity Push Barely Budges Corporate Boards to 12.5%, Survey Finds

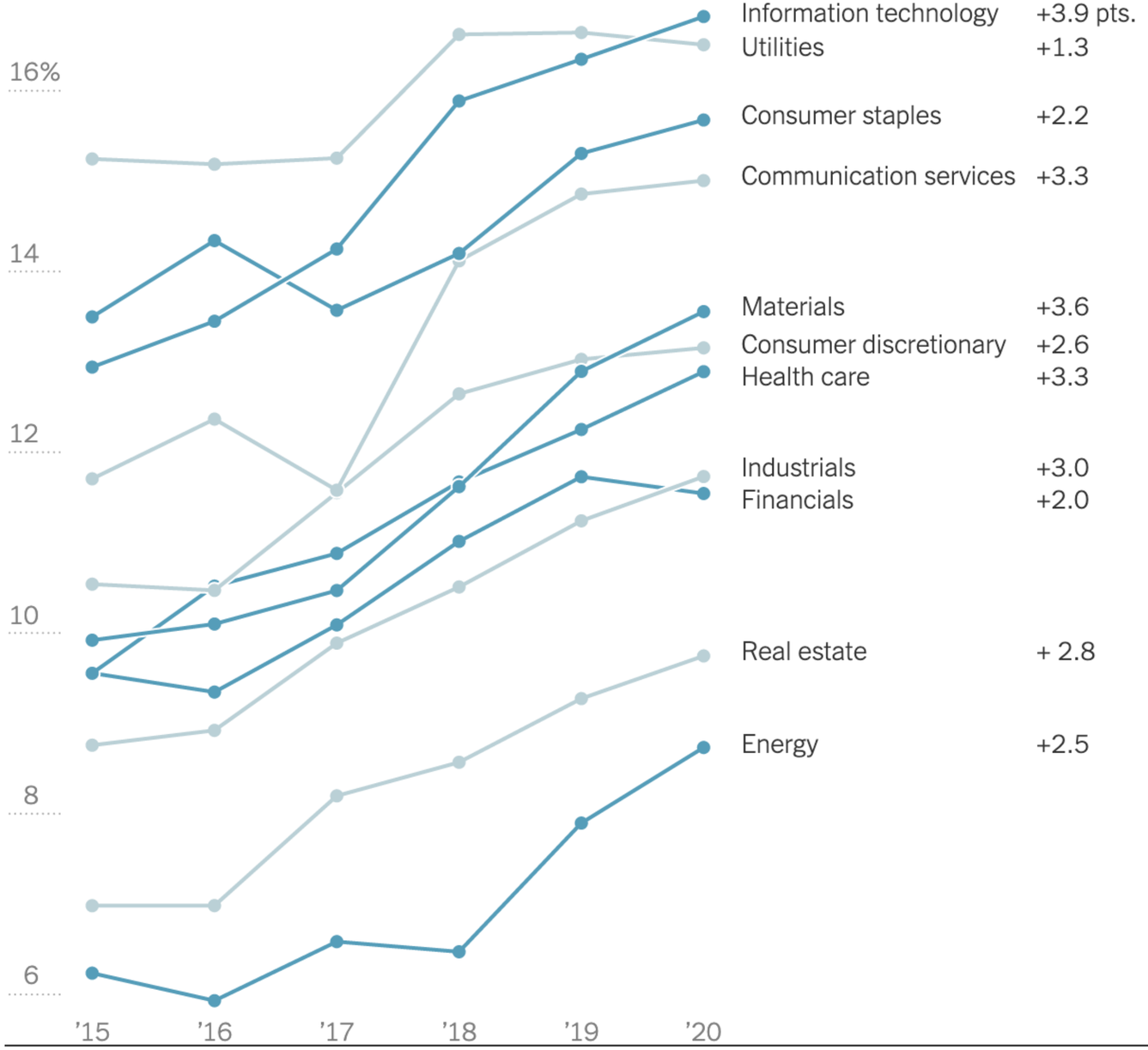
Despite pledges to nominate more members of underrepresented ethnic and racial groups, companies have made little progress over the last five years.

The New York Times
@nytimes

A new survey shows corporate boards have made little progress in diversity over the last 5 years. And they haven't expanded their recruiting pools — nearly 28% of Black and Hispanic directors sit on at least 2 boards, compared with 19% of white directors.

Diversity level of corporate boards

Share of board seats filled by directors who are Hispanic*, Black, Asian-American, Pacific Islander or Native American.



BUSINESS

Patagonia, REI, and the Politics of 'The President Stole Your Land'

Brands are aware that in a hyper-partisan climate, it can be conspicuous *not* to weigh in on heated debates.

JOE PINSKER DEC 5, 2017



patagonia • Follow
Patagonia (clothing)

patagonia "We've fought to protect these places since we were founded and now we'll continue that fight in the courts." — Rose Marcario, President and CEO, @patagonia

234,387 likes

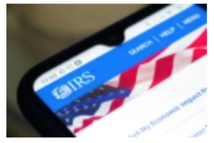
DECEMBER 4, 2017


Believe in something.
Even if it means sacrificing everything.
Just do it.

Most Popular


Stimulus check tracker: Why you may see 'Payment Status Not Available'—or a pending direct deposit in your bank account


PAID CONTENT
Meet the "rising star" of business transformation
FROM SUSE


How to track the status of your third round IRS stimulus check


When to expect your third stimulus check

SPORTS • COLIN KAEPERNICK

The Colin Kaepernick Campaign Created $43 Million in Buzz for Nike in Less Than 24 Hours

BY **BLOOMBERG**

September 4, 2018 12:10 PM CDT

Nike's statement in support of protestors earns it record social engagement

Nike has increased the stakes of its advertising and its brand, by wading into difficult social justice issues. It looks to be working.



JON MARINO

6.1.20 8:46 AM

A Colorado store that refused to sell Nike apparel after the brand released its Colin Kaepernick ad is going out of business

Dennis Green Feb 14, 2019, 2:52 PM

Coca-Cola @CocaCola · Mar 24

We condemn the racist incidents targeting the AAPI community. Together we must stand up against hate. Together we must support the AAPI community.
#StopAsianHate



4K 492 1.8K

Coca-Cola @CocaCola · Mar 24

Today, The Coca-Cola Foundation will donate an additional $250,000 to the Center for Pan Asian Community Services in support of Atlanta's Asian American community.

114 18 148

Coca-Cola @CocaCola · Mar 24

We've also donated $1M to The Asian American Legal Defense & Education Fund, $500K to Asian Americans Advancing Justice and $100K to the National ACE #AAPIStrong program supporting AAPI businesses overcoming impact of the coronavirus epidemic.

Etsy @Etsy · Mar 18

Etsy stands with the #AAPI community and those battling racial harassment and violence. We encourage you to join us in taking action. For ways to support, see @StopAAPIHate. Together, we have the power to build a better tomorrow. #StopAsianHate



DALLAS TRHT'S VISION:

A DALLAS WHERE NO NORTH AND SOUTH DIVISIONS EXISTS IN TERMS OF RACE, WEALTH, ARTS, CULTURE, HEALTH, SAFETY, EDUCATION AND OPPORTUNITY, AND COMMUNITIES ACTIVELY, HONESTLY AND OPENLY ACKNOWLEDGE, REPAIR AND HEAL FROM ITS PAST AND PRESENT RACIAL INEQUITIES.


COMMUNITY
VISIONING



COMMUNITY VISIONING


COMMUNITY
VISIONING


A NEW
COMMUNITY
VISION FOR
DALLAS
2019 REPORT
DALLAS TRUTH, RACIAL HEALING & TRANSFORMATION


A NEW
COMMUNITY
VISION FOR
DALLAS
2019 EDUCATION SUPPLEMENT REPORT
DALLAS TRUTH, RACIAL HEALING & TRANSFORMATION


A NEW
COMMUNITY
VISION FOR
DALLAS
2020 ECONOMIC SUPPLEMENT REPORT
DALLAS TRUTH, RACIAL HEALING & TRANSFORMATION

"A main goal should be to tell stories from the perspective of the community being represented, rather than telling the story through the lens of the dominant power brokers."

- *A Progressive's Style Guide*, SumofUs.org

STORYTELLING FOR RACIAL HEALING & EQUITY

- Help dismantle myths by sharing the real stories
- Build storytelling skills amongst staff
- Build empathy
- Express a commitment to equity both internally and externally

Host workshops with staff to build storytelling muscles and hold space for racial healing. Give staff prompts or templates. Have workshop participants share with the group and/or communications staff. Ask permission to use a few of the best of these stories for ongoing use.



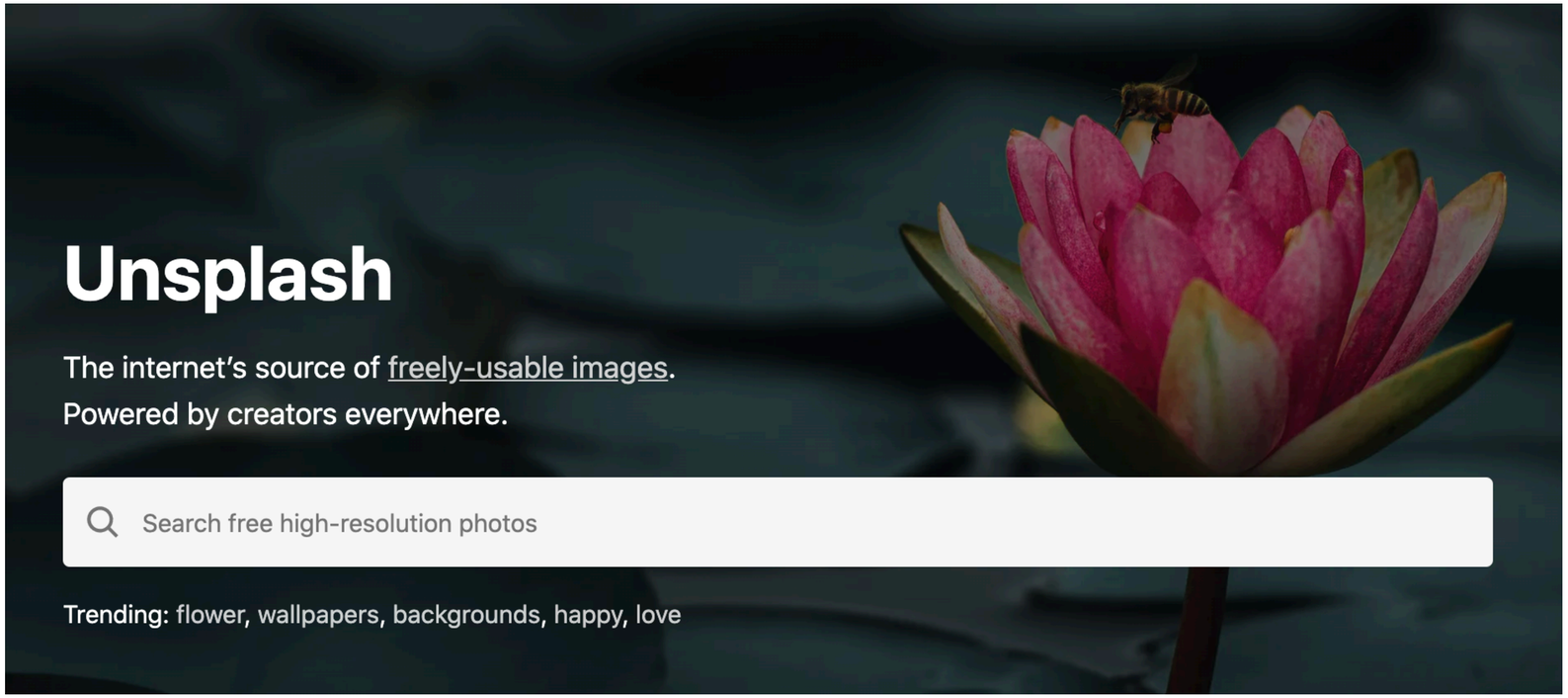
WORTH 1000 WORDS

- Choice of image should be respectful
- Avoid images that stereotype the subject or sensationalize the issue
- Does the image reinforce the trauma?
- Consider the angle of the photograph.
- Do not retain images for longer than necessary
- When possible, avoid using stock images of people out of context or without a connection to the message/story



Student Spotlight: Mitchell's Story

A recent high school graduate, Mitchell had hoped to be preparing for college, not worrying about where he would lay his head at night.



Info

Published on May 15, 2017

Views

8,075,181

+293,178 since last month

Downloads

48,437

+2,190 since last month

“BE PROXIMATE”

- Get to know the people you are documenting
- Explain your role, the purpose of the story, and audience
- Respect boundaries, privacy, and dignity
- Make sure they are happy with the representation





CREATING A SAFE SPACE FOR STORYTELLING

- Deep Consent
- Look Beyond the “Obvious” Story
- Emphasize Growth over Hardship
- Asset vs. Deficit

“Storytelling is the most powerful way to put ideas into the world”

- Robert McKee

THANK YOU!

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