



To: [Your local, state leader, etc...]

From: [You/a group of individuals/a community organization]

Date: [Date]

RE: Promoting AntiRacism in [community, city, state, etc...]

In the wake of recent events, it is clear that racism and anti-Blackness are woven into the fabric of America. We can see it in the prevalence of discrimination and inequity that affects every aspect of American life -- education, housing, health care, employment, economics, police brutality, violence against Black people, and the criminal justice system.

There is no profession, institution, school, or community that is

exempt. In fact, recent studies show that educators and non-educators have nearly identical explicit and implicit bias anti-Black rates/pro-white rates (30% explicit, 77% implicit). The anti-Black lens that has been exposed in police brutality, the weaponizing of whiteness against Black people, and studies showing convicted white felons receive more call backs for employment than Black people with no criminal record, Black workers are twice as likely to be unemployed as white workers at almost every education level, despite making up 13% of the US population, and experience racial disparities in finding employment and wages offered, underscore the inherent inequity that is not relegated to a few people, a few professions, or a few organizations.

As a member of this community I am very concerned about the inevitable existence of racist policies and I would like to know what [city council/your office...] is doing to identify and dismantle such policies within this [fill in where]. The leading scholar on AntiRacism, Professor Ibram X. Kendi, defines a racist policy as "any measure that produces or sustains racial inequity between racial groups" and an AntiRacist policy as "any measure that produces or sustains racial equity between racial groups."



Years have been spent on sporadic diversity and inclusion training, however, such measures have not eradicated racist policies and are inadequate to make the meaningful systemic change needed to create a just America. **The urgency of this moment calls for immediate action.**

Actions needed include an independent audit of existing written and unwritten racist policies that will be swiftly dismantled and replaced with active AntiRacist ideas and policies at all levels. Metrics for compliance also need to be designed and implemented. This [office fill in] also needs to be evaluated using the [Continuum on Becoming an Anti-Racist Multicultural Organization](#).

On July 15, 2020, [Mayor Jorge Elorza](#) announced his city's process of truth, reconciliation, and municipal reparations. Mayor Elorza noted, "Providence and Rhode Island can lead the nation on how we tell the inclusive history of all Americans through public memorials, public investments, and public education. The Truth telling that begins today with the mayor's executive order not only validates our earned African heritage and history in Providence, but most importantly, that as Black Lives Matter, so does Black History Matter." Providence advanced a three part social justice plan. The first step is to review local and state laws, including a review of all other forms of public and private sector discrimination against people of African or Indigenous heritage and their descendants up to the present day. I urge this [office] to take action, in direct relation to its power and authority, consistent with those taken in Providence.

A robust social and emotional support program is also needed to repair [racial trauma](#). Learn about [weathering](#) and [other implications](#) discrimination has on Black people's emotional and physical wellbeing by reading the embedded links.

Please also review [What We're Doing to Dismantle White Supremacy at B Local PDX](#) for additional guideposts.

Thank you,