

**CHARLOTTESVILLE ACTS
FOR
RACIAL EQUITY**

Inspire | Educate | Connect | Act

A series of *forums* leading to *action*
sponsored by UCARE

(University & Community Action for Racial Equity)

contact at ucarestaff@gmail.com

Charlottesville Acts for Racial Equity Forums

Inspire

Educate

Connect

Act

A series of **open community forums** to be held throughout 2018.

Each forum will focus on a specific topic of persistent and harmful **racial disparities**.

Each forum will include **history**, personal **stories**, and **connections to actions** to confront those disparities.

Each forum will include ways of measuring **progress** towards eliminating those disparities.

Lessons will be shared with a wide variety of institutions and communities.

Forum Topics

- Education
- Employment & wealth
- Justice & safety
- Health
- Housing/Gentrification
- Others

Inspire

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Each Forum Includes


- Sharing a meal
- Art/music - engaging whole self
- History/hidden truths
- Ongoing racial disparities
- Building connections
- Accountability: measuring progress

WHY ACT FOR RACIAL EQUITY?


WHY UCARE?

Since 2007, the University & Community Action for Racial Equity (UCARE) has been helping the Charlottesville area and University communities work together to understand and repair the University and community's legacy of white supremacy as shown by continuing racial disparities.


We live in a community that has two stories. One is that of a world-class city with a world-class university, whose residents benefit from urban life amidst rural beauty. The other story, known all along by most people of color, is very different. It is one where racial disparities continue to permeate virtually every area of community life, including housing, education, public safety, health, employment, and more.



Our history of slavery, segregation, discrimination and white supremacy has been so well obscured that it has allowed white members of our community to isolate themselves from the continuing legacy of that history.



Many members of our community see that their presence is not welcomed except as its lowest-paid workers. Much of the wealth and benefits of our community appear inaccessible to them, their children, and their neighbors.



The impacts of this condition are severe. Too many community members leave the area because of an atmosphere of racial indifference or hostility. Too many have little faith in our community's institutions. Too few see any evidence that the white community cares for anything but preserving their own lifestyles and an idealized image of a Charlottesville that exists only for them.

Charlottesville Acts for Racial Equity Purposes

Inspire

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TRUTH

- Explore this legacy of white supremacy to reveal its history and ways it has showed itself in our community.

UNDERSTANDING

- Understand ongoing harmful impacts of white supremacy in pervasive racial disparities.

RELATIONSHIP

- Connect participants to others challenging racial disparities in community justice and safety, health, education, employment, housing, and other areas.

REPAIR

- Set up accountability measures, such as an equity scorecard, to measure progress towards eliminating those disparities.

Charlottesville Acts for Racial Equity Outcomes

Inspire

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Act

Residents of Central Virginia will learn the pervasive history of racial oppression and white supremacy and ways it has endured for nearly 400 years.

We will understand the impacts of racial disparities involving health, employment and wealth, public safety, housing, education, and more.

We will develop new relationships and connect to existing networks, or create new ones, to act against these disparities.

We will craft ways of holding one another accountable for this work, including creating concrete measures of success.

What we learn will be shared with other institutions and communities.

Charlottesville Acts For Racial Equity

Planning the Forums



Determine topic and session goals



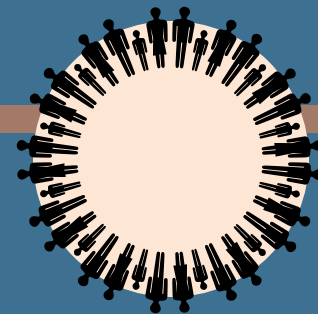
Invite individuals to help UCARE plan each action forum



Plan action forum agenda: who, what, when, where



Develop handouts and other resources for participants



Host action forum and share results widely

Followup: continue connections, report progress, develop measures of success for equity scorecard

PLANNING GROUP TASKS

Plan Forum Agenda

- Develop action forum goals
- Arts/engaging whole person
- Spatial significance (monuments, memorials)?
- Food
- Date/time
- Speaker(s)
- Resources (readings, links)
- Draft measures of success for this topic
- Review forum results, recommend followup actions

Help With Outreach & Recruiting

- Secure speaker(s)
- Publicize forum with contacts and public
- Connect with media

Participate in the Forum

- Attend forum
- Listen to participants
- Other actions TBD by the planning group

One Followup Meeting

- Review forum evaluations
- Review and recommend measures of success for equity scorecard
- Recommend followup actions

FAQs

(FREQUENTLY ASKED
QUESTIONS)

WHO ARE THE CARE FORUMS INTENDED FOR?

- CARE invites anyone willing to act against racial disparities.
- CARE is NOT "Racism 101" - we begin with a presumption of enduring racial harm that needs to be confronted.
- Groups confronting racial disparities can share their work with others, including potential supporters.

IS THIS JUST DUPLICATING OTHER EFFORTS? HOW IS THIS DIFFERENT?

- CARE acts against duplication, by connecting people and groups working on related issues.
- CARE promotes deep understanding of historic racial disparities and connections to real action.

HOW DO WE KNOW CARE WILL WORK? WHO WILL BE ACCOUNTABLE FOR RESULTS?

- The only guarantee is that inaction will not make change.
- Each forum will identify accountability measures.
- UCARE serves as a catalyst - we are not creating new organizations but connecting people and groups who should be connected.

HOW CAN I BE INVOLVED?

- Send an email to ucarestaff@gmail.com for updates.
- Attend one or more forums.
- If you have particular experience with racial disparities, contact Selena Cozart and Frank Dukes at ucarestaff@gmail.com.

UCARE LESSONS TO DATE

RESISTANCE TO CHANGE

- Resistance to truths of white supremacy is deeply ingrained in many white Americans, even among those who acknowledge the harm of racial disparities.

NARRATIVES

- Long-held narratives continue to cause harm.
BUT
- Narratives can be challenged and disrupted.

WHAT MAKES CHANGE?

- Learning facts is insufficient by itself.
- We best understand injustice and are best led to confront injustice through stories and relationships.
- Power matters - the moral arc of the universe bends the way that we make it bend.

WHY WE DO THIS

- Ending racial disparities that have endured for many generations will take persistence, commitment and courage to act.