

Richmond Racial Equity Group  
Meeting notes 6/23/20

Summary of Introductions

- What prompted you to attend this meeting? What do you think is important?
  - Ensuring we have the right leadership to address the needs of racial equity
  - Make spaces more inviting to all
  - Activate harm reduction practices
    - What constitutes harm?
  - Migrant Justice Reform
  - Identify what the problem is?
  - Identify and implement new policies - eg. 8 can wait
  - We want our children to live in a community that values everyone in it
- Concepts and Ideas
  - Use art to convey statistics - how can we include statistics to educate others within signs and messaging
  - How can we understand our own bias
  - Intention vs. impact - while our intention in communication and actions may be sincere and pure, the impact of our words and choices may have not match our intention
  - Education - how can we learn without placing a burden on BIPOC community to teach us
    - What is the focus of this learning
    - We can engage our learners via schools and libraries
- Relationships are essential to change
  - People's attitudes, beliefs and values are changed sustainably through their relationships with others
  - How can we bridge people's ideas, values and build connections with others to create a culture of acceptance
  - How do we build allies to others who experience racism
- Tools and Resources
  - Websites
  - Identify policies to adopt in our town policing, housing, employment, etc.
  - Push information through MMCTV, libraries, education, town groups such as the historical society, senior center, Western Slopes business association, etc.
  - What resources can we invite to help us orient to the issues and discuss the complexity of the challenges we face

We recognize that multiple approaches are needed to connect to individuals in the ways they are willing to engage in.

We wish to create a culture that welcomes people of all races to Richmond. We will meet weekly (Tuesdays at 7pm) to continue the discussion and work towards change.