

DAY 19: Tools for the Racial Equity Change Process

Over the past 19 days, we have learned how racial inequities permeate our communities on individual, institutional and systemic levels. We are all impacted by the system of racism in our country and therefore all responsible for dismantling the structures that allow it to persist. Change is possible and there are many tools we can employ as individuals and organizations to drive individual and community transformation. We will highlight a few of these tools below, but encourage you to explore [Racial Equity Tools](#), a comprehensive site of resources designed to support learning, planning, acting, and evaluating efforts to achieve racial equity.

Creating equitable outcomes also requires that we change the way we talk about members of our community, focusing on their aspirations rather than their challenges. In practice, this is called asset-framing and uses narratives to change the unconscious associations ingrained in our society. The opposite practice of deficit-framing, or defining people by their challenges, encourages continued stigmatization of groups of individuals.

Did you know? The Ann Arbor District Library in partnership with the African American Cultural & Historical Museum of Washtenaw County developed the [Living Oral History Project](#), to document what local African Americans experienced and contributed in building our community.

Today's Challenge:

Option 1: There are many ways to work towards equity in our community. In [this Washtenaw United interview](#), Melvin Parsons talks about how urban farming helped him create opportunity for himself and the community.

Option 2: Learn more about how the [Skillman Foundation](#) is using asset-framing in their work with Detroit Children, and watch videos from Trabian Shorters, founder and CEO of BMe Community, discuss how to put asset-framing into practice.

Option 3: Read this [Beginner's Guide to Asset Framing](#), to learn more about why how we communicate impacts our ability to achieve racial equity.

Option 4: One of the best ways to continue to build empathy and learn about race is to start a conversation. Read Race Forward's [10 Ways to Start a Conversation About Race](#) to learn more about how to start a conversation with friends, at school, at work, and more.

Share your reflections on today's topic on social media using the hashtag [#unitedforequity](#) and tag [@uwwashtenaw](#).