

DISCUSSION GUIDE

24 VISIONS FOR RACIAL
EQUITY IN RICHMOND



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RICHMOND

RACIAL EQUITY ESSAYS



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INTRODUCTION

The Richmond Racial Equity Essays launched in 2021 with the goal of promoting thought leadership and public dialogue toward advancing racial equity in Richmond, Virginia, but also as a multi-media model for other cities grappling with how to disrupt systemic racism and the ways in which it has and continues to show up in the places we live, work and play. The project was designed to highlight both the racial issues our communities face by exploring history and data, as well as highlight solutions from the personal and professional experiences of practitioners at various vantage points of the work. The essays, interviews and podcast have been explored by people from all over Richmond (and around the world), in classrooms as well as businesses and social sector organizations. As a response, we have created a very simple discussion guide to help readers move through and explore the material in collaboration with others in their community, as a way to reflect, to deepen their learning and as a catalyst for conversation that moves toward action.

This guide is broken up into the eight sections that were outlined in the e-book anthology. Each section in this discussion guide includes: a short introduction to the topic, the Richmond Racial Equity Essay readings and media content, discussion questions and activities, as well as examples and additional resources. It is not exhaustive, but is a way to help others start the conversation.

We hope you enjoy your learning journey and that this guide helps you bring others in your community along.

Ebony + Meghan



Urban planning concerns itself with the design and uses of space (or land) that focus on the physical form, economic functions, and social impacts of the built and natural environments in cities, towns and places in our communities. Although it is a formal profession and most local governments have planning departments, it is also a multi-faceted endeavor that involves the entire community and happens at many levels (from transportation, to housing, the environment to economic development to local, regional and state planning) and can include everyone from local residents and organizations to elected officials, when done well. Because it includes social, physical, political and environmental elements, it is a very important discipline which has shaped our past and its tools and practices also helps determine what our communities will be in the future. The essays, questions and exercises below will help

participants understand the important role that planning has had on the past and present inequities in Richmond (and other cities) as well as the impact the discipline can have on advancing racial equity in the future.

Weblinks from Chapter

- [Black and Brown Centered Placemaking Rooted in Identity and Ownership](#) by Ebony Walden
- [Expanding the Geography of Opportunity and Ownership](#) by Maritza E. Mercado, AICP
- [Neighborhood Self-Determination and the Vision for Racial Equity](#) by Michael H. Smith
- [Entrepreneurship and Engagement Podcast](#) with Melody Short and Adrienne Cole Johnson



DISCUSSION QUESTIONS

1

Ebony talks about the physical differences she sees in the built and natural environments between the Long Island community where she grew up and neighboring white communities. What physical differences or lines of demarcation did you see in your community growing up or your current community?

2

Maritza explores what can be done from a city planning perspective to support racial equity. What are the city planning efforts going on in your community? Are there opportunities to learn or be engaged? What are the areas in your community that were impacted by urban renewal and highway construction? Are your local plans addressing racial equity?

3

Reflect on the values presented by Michael Smith (respect of elders; solidarity in the pursuit of joy; trust and love of your neighbor; and the determination for collective liberation). How are those present in your life? Your work or community? What can you do to embody them or bring them alive in your life? Work?

4

Reflecting on the essays and interviews in this section, what in your opinion are some key elements of creating more equitable cities? What do we need to do to make cities and communities more inclusive?"

EXERCISES

- Take a drive through your community and/or from your community to or through a lower-income neighborhood - where are the dividing lines of race and class? What changes do you see in the built and natural environment?
- Find and review the master plan in your community. Go to your local government page and look for the planning department or google "Master Plan" or "Comprehensive Plan" for your city. What are the big goals for your community?
- Find the communities that have been [redlined](#) or had a highway go through them in your community? What was the neighborhood called? What highway went through it? When? How many businesses or homes were destroyed? People displaced?
- Identify 1-2 community development corporations, grassroots organizations or churches doing good work in historically excluded communities? What work are they doing? Is there a way for you to support it?

EXAMPLES

One Pittsburgh

<https://www.post-gazette.com/local/city/2017/05/28/FOCUS-Pittsburgh-Hill-District-neighbors-stress-healing-development/stories/201705280006>

Hill Homecoming Project

<https://www.hillhomecoming.com/the-project>

Domino Park

<https://www.miamiandbeaches.com/thing-to-do/parks-recreation/domino-park/5611>

Starr Hill Small Area Plan

<https://dsqea5qjy0fgn.cloudfront.net/wp-content/uploads/2019/11/13181438/20191107-Starr-Hill-reduced.pdf>

The JXN Project

www.thejxnproject.com

Reconnect Jackson Ward

www.reconnectjacksonward.com

Freeway Fighters

<https://freeway-fighters.org/freeway-fighters-network-map-landing-page/>

ADDITIONAL RESOURCES

Looking for additional information to further discourse on this topic? Check out the follow resources to expand your knowledge in this subject area:

- [National Redlining Map](#) by Digital Scholarship Lab
- [Housing Segregation In Everything](#) by Maria Paz Gutierrez, NPR (April 11, 2018)
- [How National Highway Construction Wrecked American Cities](#) by Vox (May 11, 2016)
- [The Color of Law](#) by Richard Rothstein (2017)
- [A Case for Reparations](#) by Annika Neklason, The Atlantic (June 2014)



Housing is a basic need around which our health and stability is built, our neighborhoods are centered and housing (through homeownership) is a cornerstone for wealth building. Thus access to safe, quality and affordable housing is one of the biggest issues impacting communities across the US. History has taught us that housing policy has played a significant role in creating segregated communities and perpetuating systemic racism.

In order to advance racial equity we need to enact new policies and allocate new resources to make sure we have affordable rental and homeownership options available in every neighborhood.

Weblinks from Chapter

- [Housing is the Root of Wealth Inequality: Building an Equitable Richmond](#) by Heather Mullins Crislip
- [There Goes the Neighborhood: Combatting Displacement in Richmond's Historically Black Neighborhoods](#) by Mariah Williams
- [Episode 2: Housing and Community Health](#) featuring Patrice Shelton and Sherrell Thompson
- [Episode 5: Affordable Housing Policy and Advocacy](#) featuring Stephen Wade and Laura Wright
- [Interview with Carolyn Loftin](#) featuring Carolyn Loftin



DISCUSSION QUESTIONS

1

How do you define affordable housing? Where is affordable housing located in your city? Who do you see as needing affordable housing? The U.S. The Department of Housing and Urban Development (HUD) defines affordable housing as housing on which the occupant is paying no more than 30 percent of gross income for housing costs, including utilities. Does this change your perspective?

2

What are some factors that impact housing accessibility and affordability in your opinion? What did you learn from the essay materials?

3

Is gentrification occurring in your community? Where? What has that process looked like? Are there any policies in place to protect against it?

4

How did the interviews and/or podcasts impact you? What issues or solutions did they raise that resonate with your and/or are present in your community?

EXERCISES

- Do a quick google search to find out: The gap between black and white homeownership in your city? What is the average income in your city? The average sales price of a home?
- Housing is usually discussed by housing developers as Area Median Income - do a search to find what that means? What is the AMI in your community?
- What is your relationship to homeownership? Has it been easy or hard for you to access? Your family? Has it provided an opportunity for wealth building?
- Identify at least 1-2 organizations who are providing affordable housing in your community. What are the range of housing types they are providing? What income ranges are they serving? Where have they built housing?

EXAMPLES

Agra-hood

<https://storymaps.arcgis.com/stories/b8107b1888304f1eb11ecee28947cc8c>

Better Housing Coalition

<https://www.betterhousingcoalition.org/>

Community Land Trusts

<https://localhousingolutions.org/housing-policy-library/community-land-trusts/>

Partnership for Housing Affordability

<https://pharva.com/about/>

ADDITIONAL RESOURCES

Looking for additional information to further discourse on this topic? Check out the follow resources to expand your knowledge in this subject area:

- [Housing Segregation In Everything](#) by Maria Paz Gutierrez, NPR (April 11, 2018)
- [The Color of Law](#) by Richard Rothstein (2017)
- [A Case for Reparations](#) by Annika Neklason, The Atlantic (June 2014)
- [In 83 Million Eviction Records, a Sweeping and Intimate New Look at Housing in America](#) by Emily Badger and Quoc Trung Bui (April 7, 2018)
- [Yes, you can gentrify a neighborhood without pushing out poor people](#) by Jesse Van Tol, The Washington Post (April 8, 2019)
- [Inclusionary Zoning Laws offer Opportunity to Combat Low Income Residency Exclusion](#) by Lilo Blank, Temple University for Public Health Harvard Law (August 9, 2019)
- [Shifting Neighborhoods: Gentrification and Cultural Displacement in American Cities](#) by Jason Richardson, Bruce Mitchell, Juan Franco (March 19, 2019)



The quality of one's education has a significant impact on both their access to opportunity and life outcomes. Yet, many Black and Brown children lack the access to a quality education within and across communities. Equity in education is the pursuit of creating an educational system that caters to students of all kinds and develops their educational experience accordingly. This means that no matter what a student's background, language, race, economic profile, gender, learning capability, disability or family history, each student has the opportunity to get the support and resources they need to achieve their educational goals. There have been significant and purposeful barriers to an equitable education for communities of color and thus it will take intentional changes to policies and practices to close the education gap. The essayists in this series attempt to name the historical and current barriers to an

equitable education and outline some steps to move toward greater equity in K-12 education in Richmond and beyond.

Weblinks from Chapter

- [A Rich Education](#) by Benjamin P. Campbell
- [Toward a Vision of Racial Equity In Richmond Schools](#) by Taikein Cooper and Geneive Siegel-Hawley
- [Between Two Litanies: Equity and Public Education in Richmond](#) by Dennis Williams II
- [Interview with Don Coleman](#) with Don Coleman



DISCUSSION QUESTIONS

1

Ben Campbell proposes what he calls a “Rich Education” through “Rich Schools,” that “contribute to the genuine health, wealth, literacy, interest, and human capacity of students.” What are your thoughts on some of the past/current barriers to a Rich Education/Schools he presented? On the funding solutions he proposed?

2

Taikein Cooper and Geneive Siegel-Hawley present Real Integration as one of the solutions to educational inequities our communities face. What is your relationship to integration? What kind of schools (demographically) did you go to K-12? How did this shape your perspectives and opportunities?

3

Dennis Williams argues that the central barrier to advancing racial equity in education is white backlash? Do you agree or disagree? Why or why not? Are there examples of white backlash to racial equity that you can identify in your community?

EXERCISES

- If you live in Virginia take a look at this [article](#) and this [report](#) to see the disparities in educational outcomes and funding. Can you find another organization that is doing work to close educational gaps? If you live outside of Virginia, what are the educational disparities that exist in your community? Can you find and follow 1-2 organizations that are trying to close the gaps from a funding reform and policy level?
- Check out this report on [Real Integration](#) and read one of the sections related to the 5 “R’s” of real integration that interests you. Identify one thing you can do to support that solution locally.
- Listen to an episode of [Nice White Parents Podcast](#) and discuss it with a friend or colleague. What resonates with you? What challenges you? What are some practical takeaways you can incorporate?

EXAMPLES

Integrate NYC

<https://integratenyc.org/mission>

Virginia Can Choose Equity for School Funding Report

<https://thecommonwealthinstitute.org/research/virginia-can-choose-equity-for-school-funding-during-economic-crisis/>

Here is What School Integration in the US looks like Today

<https://tcf.org/content/report/school-integration-america-looks-like-today/?session=1>

ADDITIONAL RESOURCES

Looking for additional information to further discourse on this topic? Check out the following resources to expand your knowledge in this subject area:

- [More families are staying in Richmond, but the school system stills only enrolls 73 kids for every 100 born here](#) by Ned Oliver, Richmond Times-Dispatch (March 10, 2018)
- [White, Affluent Parents Like the Idea of Integrated Schools – But Not for Their Kids](#) by Lauren Camera, U.S. News (February 7, 2020)
- [The Commonwealth Institute](#)
- [Nice White Parents](#) hosted by Chana Joffe-Walt
- [Center on Racial Justice in Education](#)
- [Center for Racial Equity in Education](#)



The link between capitalism and systemic racism has been with us even before the founding of the United States, as using people for profit is one of our country's original sins. The compounding and cumulative impact of discrimination in housing, education and employment, displacement of people off their land facilitated by policies like urban renewal and the disinvestment in urban communities brought about by redlining are just a few ways in which there has been a long history of attack on BIPOC prosperity.

From the wealth gap to the lack of venture and loan capital available to BIPOC businesses, the economic opportunities of BIPOC people in this country have been purposely limited. The authors in this section offer us some purposeful ways to disrupt these patterns and invest in the economic empowerment of Black and Brown people, communities and businesses.

Weblinks from Chapter

- [From Red Lines to Brown circles, Again](#) by Shekinah Mitchell
- [The Role of the Business Community in Creating a More Equitable Richmond](#) by Brian Anderson
- [Interview with Kim Young](#) featuring Kim Young



DISCUSSION QUESTIONS

1

What connections do you see, if any, between capitalism and racism? What role, if any, people see in government expanding economic empowerment? reparations?

2

Shekinah Mitchell argues that "Our goals must grow beyond increasing bankability into financial systems built on capitalism corrupted by racism and instead stretch to create inclusive, communal pathways to economic liberation." What are your thoughts on Shekinah's Brown Circles model which supports the creation of Black and Brown community LLC's and Black-owned banks and credit unions? Do you have other ideas that would provide pathways to economic liberation?

3

Brian Anderson believes that the business community has a role to play in advancing racial equity through changing their policies in practices, supporting students of color and removing barriers to supplier diversity. What role do you see the business community playing in advancing racial equity? Would you have anything to add to Brian's recommendations?

4

How do the ideas of justice and liberation that Iman discusses, connect with economic empowerment?

EXERCISES

- Watch the short film about Maggie Lena Walker, "[Carry On: The Life and Legacy of Maggie Lena Walker](#)." What lessons did you learn from Maggie Walker's life, legacy and story?
- Do a search to find if there are any [Black owned banks](#) in your community? What about organizations that are serving Black owned businesses? How can you support one of them?
- Find 1-2 organizations in your community that are supporting Black owned businesses and/or economic empowerment. What are their missions and programs? How can you learn from them or support their work?

EXAMPLES

Black Economic Development Fund

<https://www.liscstrategicinvestments.org/black-economic-development-fund>

Emerging Business Racial Equity Models: Private Sector actions to watch in metro areas

<https://www.brookings.edu/essay/from-commitments-to-action-how-ceos-can-advance-racial-equity-in-their-regional-economies/>

Inclusiv

<https://www.inclusiv.org/about-us/>

BLK RVA

<https://www.visitblkrrva.com/>

The Jackson Ward Collective

<https://jacksonwardcollective.com/>

Black Restaurant Experience

<https://rbre365.com/>

ADDITIONAL RESOURCES

Looking for additional information to further discourse on this topic? Check out the following resources to expand your knowledge in this subject area:

- [The Daughter of a Slave Who Did the Un-thinkable: Build a Bank. Back in Business](#) by Jason Zweig, The Wall Street Journal (September 25, 2020)
- [Minority entrepreneurs at a tipping point as Black-owned banks dwindle in the U.S.](#) by Cameron Costa, Our New Future (August 25, 2020)

- [List of all Black-owned banks and credit unions in the US, plus other ways to support Black communities through banking](#) by Mighty Deposits Guide (2022)
- [From commitments to action: How CEOs can advance racial equity in their regional economies](#) by Amy Liu and Reniya Dinkins (March 11, 2021)
- [The Case for Reparations](#) by Ta-Nehisi Coates (June, 2014)



Central among our ongoing reckoning with racial justice is the question of how power is shifted and shared through partnerships. Historically marginalized communities across the U.S. do not typically have access to resources and traditional means of power, so many of the decisions on policies, plans and investments are decided by people who are not directly impacted by a racially inequitable system.

Shifting power in a racial equity context entails lifting up organizations and leaders of color, and in some cases replacing white leadership with leaders of color who can design solutions to issues that they have identified. When white individuals and organizations share power with people of color it can foster equity and trust, and leads to better, more equitable decisions. Authors in this section reflect on their relationships to power, approaches to partnership, and the potential for more racially equitable outcomes.

Weblinks from Chapter

- [Peace for Communities of Color](#) by Lea Whitehurst-Gibson and Bekah Kendrick
- [Reframing Equity: The Gift of Being a Giver](#) by Damon Jiggetts
- [Reparative and Equitable Practices and Partnerships](#) by Meghan Z. Gough
- [Interview with Elaine Williams](#) featuring Elaine Williams
- [Interview with Richmond Mayor, Levar Stoney, and Ellen Robertson](#)



DISCUSSION QUESTIONS

1

What are some reasons for organizations to focus on sharing or shifting power?

2

In their essay, Lea and Bekah mention “equity washing” as an obstacle to change. What is this, have you witnessed it and why does it matter for making racially equitable decisions and investments?

3

Pulling from the contributions in this section, through what actions and approaches can white people and organizations build trust with communities of color?

EXERCISES

- Think of a social justice issue that you care about or work on in some way. Research to find out who is working on that issue in your area. Make a list of 5-7 organizations or groups. If you interviewed all of the groups on your list, do you think it would give you a good cross-section of the views of the community? Whose views might be missing?
- Find 2-3 organizations in your community that are social justice oriented, and assess their leadership structure. How diverse are their leaders and board members?
- Attend a public meeting of any kind in your community. How much public participation is there? How useful is it? How effective is it? Do you think that the participants are truly representative of the community? Are those who will be most immediately impacted present and vocal? Do the members of the planning commission seem to understand that?

EXAMPLES

Equity and Results

<https://www.equityandresults.com/>

SPARCC

<https://www.sparcchub.org/>

The Solutions Project

<https://thesolutionsproject.org/>

Virginia Community Voice

<https://vacommunityvoice.org/>

Peter Paul RVA

<https://peterpaulrva.org/>

Community Engagement — Virginia Commonwealth University

<https://community.vcu.edu/>

North Highland Park Quality of Life Plan

https://www.lisc.org/media/filer_public/38/cb/38cbdb4c-c27b-4ca0-af90-e0211fbff51f/northhighlandparkqualityoflifeplanpart1.pdf

ADDITIONAL RESOURCES

Looking for additional information to further discourse on this topic? Check out the follow resources to expand your knowledge in this subject area:

- [White Supremacy Culture in Organizations](#) by Centre for Community Organizations
- [Racial Equity and Philanthropy](#) by Cherl Dorsey, Jeff Bradach, and Peter Kim (May 2020)
- [The Diversity Gap in the Nonprofit Sector](#) by Susan Medina (June 14, 2017)
- [White Women Doing White Supremacy in Nonprofit Culture](#) by Heather Laine Talley, Tzedek Social Justice Fund (August 12, 2019)
- [How White People Conquered the Nonprofit Industry](#) by Anastasia Reesa Tomkin, Nonprofit Quarterly (May 26, 2020)
- [College faculty have become more racially and ethnically diverse, but remain far less so than students](#) by Leslie Davis and Richard Fry (July 31, 2019)
- [Nonprofit Leaders of Color Speak Out About Struggles and Triumphs](#) by Nicole Wallace (July 9, 2019)



Latinos will soon be a majority in many cities across the U.S., yet the numbers of Latino leaders continue to lag across sectors as compared with other groups. This inequitable distribution of power acts to limit the voice and presence of Latinos in decision making.

The group of authors in this section focus on the importance of investment in Latino leadership, and the obstacles that limited language access presents in moving toward racial equity for immigrant families. New policies to advance language access, bilingual staff provision, and plans for spaces to celebrate Latino history and culture emerge as actions to facilitate more equitable cities.

Weblinks from Chapter

- [The Dream and Reality of an Afro-Latina](#) by Shanteny A. Jackson
- [The Case for Meaningful Language Access](#) by Tanya M. González
- ["Si, yo Hablo Español"](#) by Gabriela Telepman



DISCUSSION QUESTIONS

- 1 Can you identify 2-3 ways that your community is working toward the preservation, development and promotion of Latino culture? What about Afro-Latino's? What is one way that this can be improved in your community?
- 2 In her essay, Tanya González states that communities should have a plan for immigrant integration as a guide for immigrants to share their cultures, and integrate and contribute to society. What considerations do you think might facilitate this two-way process of integration in your community?
- 3 Think of an organization you are part of or work for, what are 1-2 ways for that organization to institutionalize linguistically and culturally accessible services?

EXERCISES

- Do a search to find out if your city has a Hispanic Liaison Office, Office of Multicultural affairs or other position/ department assigned to support Latino's or Spanish speaking immigrants? What kind of support or programming do they provide?
- Go to your local government website, how hard or easy would it be to navigate for services or information if you were a Spanish speaker? Can you find any materials in Spanish? Services or policies to support Latino's or immigrants?
- Identify at least one and up to three organizations in your community that are supporting Latino's i.e. leadership development, community engagement, outreach, training and/or other services? What do they do? What needs are they meeting? How might you partner and/or support them in the future?
- Find out if there are any Latino events or culture festivals that happen in your community? Find one to attend and put it on your calendar.

EXAMPLES

Sacred Heart Center

<https://shcrichmond.org/en/>

Latinos in Virginia Empowerment Center

<https://en.latinosenvirginia.org/>

Blueprint for Immigrant New York

https://www.nyc.org/wp-content/uploads/2017/11/nyc_Blueprint_for_ImmigrantNY_v5.pdf

California Immigrant Integration Highlights

<https://www.ca-ilg.org/immigrant-integration>

ADDITIONAL RESOURCES

Looking for additional information to further discourse on this topic? Check out the follow resources to expand your knowledge in this subject area:

- [Citizenship and Immigration: Multiculturalism, Assimilation, and Challenges to the Nation-State](#) by Irene Bloemraad, Anna Korteweg, and Gökçe Yurdakul (April 3, 2008)
- [Foreign-born population has increased rapidly in Virginia](#) by Laura Kebede, Richmond Times-Dispatch (March 5, 2014)
- [Language Access Assessment and Planning Tool for Federally Conducted and Federally Assisted Programs](#) by JFederal Coordination and Compliance Section Civil Rights Division U.S. Department of Justice (May 2011)
- [Latinos find job choices are both limited and limiting](#) by Nancy Rivera, The Los Angeles Times (August 7, 1983)
- [Afro-Latino: A deeply rooted identity among U.S. Hispanics](#) by Gustavo López and Ana Gonzalez-Barrera, Pew Research Center (March 1, 2016)



In the journey to dismantle structures of white supremacy there must be attention paid to community rebuilding and healing. Trauma from racism has negatively impacted Black and Brown people, and it will remain in our communities and bodies – even passed to next generations – unless there is a collective and intentional effort to build healing and repair into the structure of our communities and systems. Authors in this section emphasize compassionate connection, celebration of Black and Brown culture, uplift, and self-love, and also articulate the characteristics of a movement to cultivate growth and flourishing.

Weblinks from Chapter

- [Intentionally Connecting with the Other](#) by Oscar F. Contreras Telón
- [Massive Resilience: An Emergent Strategy for Racial Equity in Richmond, VA](#) by Ram Bhagat
- [When Black \[Girls'\] Lives Really Matter](#) by Angela Patton
- [Incarceration and Violence: Time for a Change](#) by Ashley Diaz Mejias
- [Interview with Shaman Ibazz](#)
- [Interview with Kim Young](#) featuring Kim Young
- [Episode 6: History and Innovation](#)
- [Episode 7: Disrupting Gentrification and the Prison Pipeline](#)



DISCUSSION QUESTIONS

- 1 Oscar Contreras Telón emphasizes that one way to foster healing is to create connections across cultures through the provision of spaces for sharing, joy, and healing. Do such cross-culture healing spaces exist in your community? What characteristics would you want in these spaces?
- 2 Dr. Ram Bhagat proposes that white people build positive allyship with people of color. In your own words, what does it mean to be an ally in this context? What would it look like for organizations or institutions to model positive allyship?
- 3 Angela Patton and Ashley Mejias examine different dimensions of racialized trauma in their essays and note that part of healing comes from valuing Black lives instead of silencing and sentencing them. What are 1-2 ways that you can actively value Black lives in your personal life, your work, in your community?

EXERCISES

- The presence and success of Black women and girl organizations and businesses are central to healing, and supporting them can be a form of allyship. Do you know what and where these organizations are in your city? To start, find a list of the Black female-owned businesses in your city. Find ways to leverage various aspects of personal power — financial capital, social capital — to invest in, partner with, develop, and buy from Black female-owned businesses.
- Learn more about racialized trauma - Black body, white body, police body, and communal body trauma – through the short [free e-course](#) offered through Cultural Somatics Institute.
- Are there organizations or efforts in your community supporting alternatives to the prison system? Helping folks within the prison system or providing support for those who are recently released? Find 1-2 doing such work, learn about their efforts and find ways to support their work.

EXAMPLES

Commonground

<https://www.commongroundprogram.com/>

A New Way of Life

<https://anewwayoflife.org/>

Massive Resilience — Dr. Ram Bhagat

<https://www.rambhagat.com/massive-resilience>

Common Justice

<https://www.commonjustice.org/home#mission>

KOINONIA School of Race & Social Justice – Richmond Hill

<https://www.richmondhillva.org/programs-events/koinonia/>

BLK RVA

<https://www.visitblkrrva.com/>

Girls For A Change

<https://girlsforachange.org/>

ADDITIONAL RESOURCES

Looking for additional information to further discourse on this topic? Check out the follow resources to expand your knowledge in this subject area:

- [SisterFund](#)
- [UJIMA Legacy Fund](#)
- [Schooled: High school students share their challenges as young black girls in the classroom](#) by Laura Ingles (July 17, 2018)
- [Black Girls Matter](#) by the African American Policy Reform
- [More families are staying in Richmond, but the school system still only enrolls 73 kids for every 100 born here](#) by Ned Oliver, Richmond Times-Dispatch (March 10, 2018)
- [Finding Her Voice: How Black Girls in White Spaces Can Speak Up and Live Their Truth](#) by Faye Z. Belgrave Ph.D, Ivy Belgrave, and Angela Patton (September 1, 2021)
- [The Prison Paradox: More Incarceration Will Not Make Us Safer](#) by Don Stemen, Department of Criminal Justice and Criminology, Loyola University Chicago (July 2017)
- [Why you can't blame mass incarceration on the war on drugs](#) by German Lopez (May 30, 2017)



Most U.S. localities are legally tasked to make decisions that protect the health, safety and general welfare of its inhabitants. While environmental health should be provided for all populations, communities of color are disproportionately burdened with environmental health hazards, such as proximity to pollutants, or inadequate access to green spaces, healthy food or transportation.

As a result of exposures and lack of health amenities, these communities experience a higher rate of health problems. The essayists in this section confront these examples of environmental racism, recognizing that multiple approaches and cross-sector collaboration must occur to make our systems more equitable.

Weblinks from Chapter

- [Radically Reimagining Our Systems](#) by Dr. Danny TK Avula
- [Spaces to Breathe](#) by Ryan Rinn
- [Climate Resilience and Justice in Richmond](#) by Jeremy Hoffman
- [The Bus Should Be Free](#) by Wyatt Gordon and Faith Walker
- [Episode 4: Equitable Green Space](#) featuring Sheri Shannon and Ted Elmore



DISCUSSION QUESTIONS

1 Many of the essayists indicate that in addition to data, community leaders are critical to addressing equity in environmental health. In what ways might community-led efforts impact health outcomes?

2 In his essay, Jeremy Hoffman equates climate justice with racial justice. What is your definition of climate justice? How is this similar or different from racial justice? Do you see ways in which these two are linked?

3 Ryan Rinn warns of "[green gentrification](#)" which happens when public investment in green spaces increases property values and prices out low- and middle-income residents. Have you seen this occur in your community or others? Do you know of policies that can combat it? If not, see [this report](#), what solutions resonate with you?

4 Do you think the bus should be free? Why or why not?

EXERCISES

- Is there a connection between the sections of your city that were redlined and the presence of green infrastructure (i.e., tree cover, parks, open spaces)? Study the [redlining map](#) of your city, noting neighborhoods that were redlined. How does the green infrastructure of these areas compare to that of other areas in the city?
- Who are the local community leaders in your city that are working toward health equity? Make a list of these people and organizations and learn how they are organizing, educating and leading in your community.
- Find the map of your city's bus/train system to assess who it serves. Pick a starting point in a lower-income residential area and determine which routes you would have to take to reach a significant employment center. Using the system's timetable, determine how long it would take to get to work.

EXAMPLES

City of Tempe Urban Forestry Master Plan

<https://www.tempe.gov/home/showdocument?id=54581>

Olympia Washington Zero Fare Program

<https://www.intercitytransit.com/plan-your-trip/zero-fare>

Land Justice Fund

<https://duronchavis.com/>

Southside ReLeaf

<https://www.southsidereleaf.org/>

Park Related Anti-Displacement Strategies

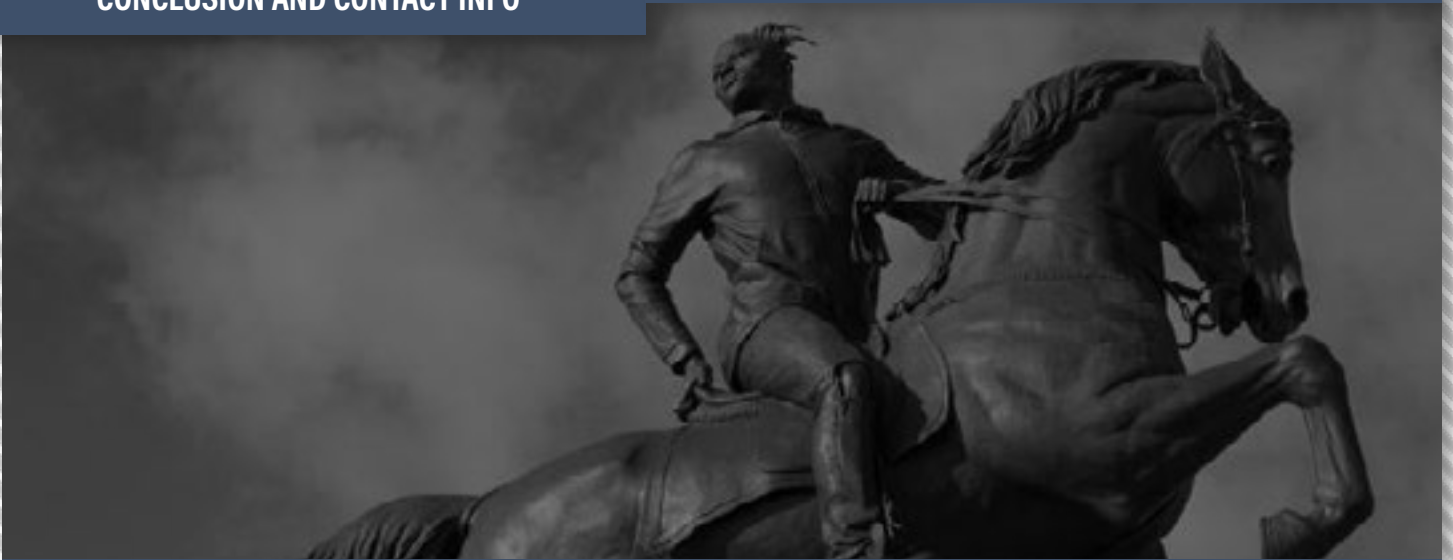
<https://www.ioes.ucla.edu/wp-content/uploads/>

ADDITIONAL RESOURCES

Looking for additional information to further discourse on this topic? Check out the follow resources to expand your knowledge in this subject area:

- [Parks and the Pandemic](#)
- [Green Spaces Tied to Smaller Racial Gap in Coronavirus Infections](#) by Chelsea Cirruzzo, U.S. News (May 4, 2021)
- [Fighting for Food Justice in a Gentrified Richmond](#) by Cat Modlin-Jackson, RVAMag (April 23, 2019)
- [Green Gentrification](#) by Isabelle Anguelovski, James JT Connolly, Laia Masip, Hamil Pearsall (2017)
- [Heat Wave](#) by Eric Klinenberg (2015)
- [Throwing Shade in RVA](#) by Jeremy Hoffman (July 13, 2017)
- [Planned Destruction](#) by LaToya S. Gray (July 22, 2020)
- [Why the “wrong side of the tracks” is usually the east side of cities](#) by Stephen DeBerry, TED Talk (April 2018)
- [RVAgreen 2050](#)
- [Should Public Transit Be Free? More Cities Say, Why Not?](#) by Ellen Barry, The New York Times (January 14, 2020)

CONCLUSION AND CONTACT INFO



Thank you for reading, watching, and listening to the content from the Richmond Racial Equity Essays. We hope this guide helped you delve deeper into the material and furthered your learning and dialogue with other community members. Please drop us a line to let us know how you are using this guide and ways we can change it to make it better.

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