

HUMAN RELATIONS INITIATIVE

SOCIAL JUSTICE INITIATIVE: 20 RECAPS IN MDR [MICROAGGRESSIONS, DISCRIMINATION, AND RACISM] FOUNDED BY CRAIG MILLS

Human Relations Initiative, Inc. is a non-partisan organization which advocates for cultural social transformation by advancing diversity, equity, and inclusion through awareness, education, and dialogue (mission statement).

A component of the portfolio of services is **Social Justice Initiatives**. Therefore, we respectfully share the following information as a resource.

20 RECAPS IN MDR [MICROAGGRESSIONS, DISCRIMINATION, AND RACISM] documenting racism to build empathy, one individual story at a time.

MISSION: 20 Recaps [in MDR] documents, personalizes, and quantifies racial and discrimination incidents that occur to ordinary Black people on a daily basis. Highlighting twenty formative events in an individual's life in their own words, 20 Recaps takes an unflinching look at deeply ingrained racial attitudes and behavior in American society and worldwide. 20 Recaps encourages listeners and viewers to reflect on individual stories as well on their own biases in order to build empathy and recognize societal practices that perpetuate racism so we can address change constructively. <https://www.20recaps.org/about>

RECAPS INTRO: WHAT WE'RE ABOUT: Listen to the stories you hear. *Listen*. Empathize. Some may sadden you; others may make you cringe. These stories can be wrenching at times, yet they are vital to understanding the daily Black experience and the underpinnings of American society that has race embedded firmly at its core. Beyond listening and feeling, 20 Recaps wants to encourage more listening, talking, and doing to uproot racist structures and practices. <https://www.20recaps.org/recaps/recaps-intro-what-were-about>

RECAPS: *"Herbert Nance* in San Antonio is where I got the inspiration for this. In late August he co-led a service at a multi-racial Presbyterian Church in San Antonio where the subject was dismantling some of these racist systems that we have." "He recounted 20 life forming racial incidents that he had in his life." "The first episode will feature an excerpt from my cousin's 20 recaps"* <https://www.20recaps.org/recaps>

"Oral history is an important, but often overlooked component of qualitative research. Nevertheless, it is important for documenting history and events as individuals experienced them. Researchers can use recordings from this project to reference themes and incidents (searching police incidents via hashtags, for example) as a way to quantify important qualitative elements of the Black experience, that might not be a part of 'textbook' history." **Craig Mills**, Founder of 20 Recaps [in MDR].

ABOUT Craig Mills: Craig has experienced numerous MDR incidents in each of these regions as well as internationally. In addition to writing, Craig has spent his career in philanthropy, education management, and consulting. He worked at the Ford Foundation, at Edison Schools, and he taught graduate classes at NYU. Craig earned a bachelor's in political science from Trinity University in San Antonio, a master's in public policy from NYU, and a master's in organizational dynamics from the University of Pennsylvania.

**Note: Herbert Nance, Jr. is a Human Relations Initiative, Inc. Board Member and is a relative of Craig Mills (cousin as referenced above).*

Human Relations Initiative, Inc. is in full support of the 20 RECAPS IN MDR [microaggressions, discrimination, and racism] social justice initiative founded by Craig Mills.

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