


D.R.E.A.M.

Dismantling Racism Emoji Assessment Model

 *Thumbs up (in a variety of skin tones)*

If you “get it”, and you don’t bristle when you hear “black lives matter” or “reparations”, you are aware of and acknowledge systemic racism and white privilege, and you might even know that emojis come in various skin tones. And you could use some support when it comes to sharing those views with others.

EMBRACING RACE – The Conversation offers you a way to stay engaged in the work of dismantling racism. When the electromagnetic pull of status quo has you conditioned to stay in your lane, we offer opportunities for diverse conversation, tools for improving your conversations, and engagement in black-led initiatives that can lead to a world where all humanity is honored.

 *Thinking ...*

You may be thinking, “Why are we still talking about racism?”. You are genuinely curious. How could we possibly STILL be talking about this? How have we not gotten this right?

EMBRACING RACE – The Conversation offers ER 101, a 30-minute zoom session to let you know more about EMBRACING RACE and offers you suggested resources to help you get a better understanding of racism and its overarching impact on the world in which we live. Then we offer you opportunities to engage in authentic, racially diverse conversation about racism at our monthly gatherings and other events.

 *Yikes!*

How did I miss this? Is it too late? Who have I ignored or slighted or dismissed? Where is my humanity? You’ve had an epiphany!

If you are ready to offer your humility, EMBRACING RACE – The Conversation can help. Its NEVER too late! No judgment! See response to “thinking” emoji above. Start the process. Sign up for our emails, attend an ER 101 session, and, when you’re ready, join us for a conversation or other activity.

😊 / 😎 / ☑️ (angel / sunglasses / check mark)

You **think** you're doing everything right (but are you?) You've checked all the boxes. You treat everyone the same. Your company has a DEI (Diversity Equity & Inclusion) Department. You have/had a BLM sign on your lawn. You volunteer at (or donate to) the soup kitchen, food pantry, medical clinic, etc. (These are ALL great things, but they don't necessarily equal anti-racist)

Reflection: ***Charity is no substitute for justice.*** *If we never challenge a social order that allows some to accumulate wealth--even if they decide to help the less fortunate--while others are short-changed, then even acts of kindness end up supporting unjust arrangements. [Michael Eric Dyson]*

IF you are open to exploring a better way to understand wealth disparity, unfair housing practices, criminal injustice, food shortages, voter suppression, school segregation, reparations, and more, we invite you to consider signing up to receive EMBRACING RACE – The Conversation e-mails. Maybe you are not ready to come to a meeting, or to attend an ER 101 session. But you are open to learning more. That's the most important step.

😡 *angry emoji with steam coming from its nostrils!*

WHY are we still taking about racism!? It doesn't exist!

If this is how you feel, chances are EMBRACING RACE – The Conversation is not for you (for now at least). But should you have a change of heart, and become open to understanding racism in a new way, please circle back. We'd love to support you on your journey. In the meantime, you might want to check out these resources: https://www.youtube.com/watch?v=YrHIQIO_bdQ (a short video about school funding); or <https://www.eddiemoorejr.com/21daychallenge> (take the 21-day racial equity challenge); or read *Caste* (Isabelle Wilkerson); for a lighter read, try *We Are Not Like Them* (Christine Pride and Jo Piazza). You can also visit our website for an extensive list of resources to help you on your journey --- when you are ready.

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For more info, visit embracingraceconversation.org / or email embracing.race.conversation@gmail.com