

Multiple Strategies for Racial Healing and Racial Equity

Organizational Strategies

- Building the capacity of grassroots partners
- Doing organizational work in more strategic and sustainable ways
- Increasing internal capacity to measure and communicate impact
- Changing organizational policies to reflect commitment to racial diversity and equity

Community Level Strategies

- Building the capacity of community members to engage in change efforts
- Connecting community members through culture and history
- Developing community infrastructure
- Documenting and raising awareness of community conditions
- Forming and coalescing around community change agendas
- Advancing community change agendas

Intra/Inter-Group Strategies

- Nurturing intra-racial healing and collaboration
- Increasing cross-cultural awareness and understanding
- Fostering inter-racial healing
- Mobilizing diverse racial groups for collaborative change efforts

Healing racial wounds,
dismantling
structural racism, and
promoting educating
racial and ethnic
equity

System Level Strategies

- Developing new programs, strategies, and resources to address racial disparities
- Fostering systems change from within
- Fostering systems change from the outside
- Making the case for systems change
- Building public will for systems change
- Advocating for systems change

Personal Level Strategies

- Training individuals to adopt a racial lens
- Supporting individuals to engage in racial/ethnic identity development
- Supporting individuals of color to engage in personal healing
- Ensuring the healthy development of youth of color
- Cultivating change makers

Field Level Strategies

- Promoting public discourse on racism
- Developing evidence-based strategies, practices and tools for advancing racial healing and equity
- Fostering collaboration among racial equity advocates