

10 Lessons for talking about race, racism and racial justice

1. Lead with shared values: justice, opportunity, community and equity
2. Use values as a bridge, not a bypass
3. Know the counter narratives (i.e. "people of color are obsessed with race.")
4. Talk about the systemic obstacles to equal opportunity and equal justice
5. Be rigorously solution oriented and forward looking
6. Consider audience and goals
7. Be explicit about the intertwined relationship between racism and economic opportunity and the reverberating consequences.
8. Describe how racial bias and discrimination hold us all back
9. Listen to and center the voices of bipoc
10. Embrace and communicate our racial and ethnic diversity while decentering whiteness as a lens and central frame.