

**Fourth Annual Combating Racial Injustice Workshop
April 25, 2015**

**Discussion Circle Flipchart Notes
Non-students**

Re. the Presentations by Dr. Reed, D Steele and Jonathan Sidney: What stood out? What did you hear? What did you learn?

Nothing happens to police (when they shoot someone) → affect livelihood (there should be a consequence that affects their livelihood) Personal price (should be paid) Taxpayers pay

End Racial Profiling Act

Lowered entry barrier

Extent racism in prison

More blacks in 1870 could vote than now

Theory v. practice

Irony – people convicted of crime not eligible for services (housing, food stamps)

Taking away right to vote

Prosecuting police

What → Do?

Raise the bar for self-defense

“I feared for my life” is not a good enough (justification to shoot someone)

Disarming police

Change in police academy training

Blend data and the heart

Culture of violence

Psych eval for law enforcement (officers)

Support for weapons, but not for psych eval

Love and respect/Religion

Stop cycle of fear?

Local legislator bottle neck to legislation

Stereotyping

Unconscious bias

Actions do not occur in isolation

Prison industrial complex

Entire system/intersectoral

People don't mobilize if they think they're not involved/can insulate themselves

How many people really want to police?

Impact on training at the police academy

Psych testing to detect (violent tendencies)

Civil service salaries low

Opportunity for police, citizens, the whole community for being together.

What does it mean to "combat racial injustice?"

Resistance

Confronting

Teach-educate

Entire perspective

Action-know what to do

White privilege

Catch-22

Connect w/other people

Alternative – stop violence

Difficult work

Speak up

What needs to be addressed first?

We need to come together to talk and take action.

Change attitudes of B→W W→B Hispanics, et al.

Self-esteem - psych aspect

Comfort in our own skin

Power in terms we use

Say it like it is and shut up

Take emotion out – focus on institutional racism – data-driven

Change system: policy, training, criminal justice

People who kill are punished

ACTIONS: Participants responses to the framing question, “What actions can we take to combat racism in our community?”

NOTE: The workshop participants grouped their ideas and named each group. They then voted on which of the four groups they favored as actions to take. The number of votes cast is indicated in parentheses.

1. Conversation & education w/for all players – personal and community (22 votes)

Examining dialogue – talk about race

Take personal responsibility to have your first conversation (combating racism) soon with someone.

Police and committee members come together; mix socially, then action steps (for police) to be peace officers first; add psych profile

Create community network responding to racism

Teach moral values

Organize programs and events that attract everyone for service to the community

Provide opportunity for high school students to talk about racial inequality.

2. Police Re-training and Reform – be involved; citizen training (20 votes)

Shift civil liability onto the officer instead of the government

→ pressure liability insurers

Promote exploration and use of non-lethal police weapons

Change curriculum at police academies (local/state)

- Expose thru media
- Best practices
- Offer alternative

Teach moral values

Be a witness to police harassment and be willing to speak up and bring to community.

3. Economic Pressure (13 votes)

Power of purse – boycott prison-industry complex and all connected to it

Teach moral values

Vote w/pocketbooks – fund police depts. that have low recidivism rates

4. Political Action (12 votes)

Voter registration → African American community

Lobbying → retraining officers

Letter writing → restore right for those who've completed their sentence

Teach moral values

Be more active w/legislators. Letter writing party.

Be more politically active.