

## Notes from Breakout Session #1

Get business leaders to make needed changes by being champions, by giving approval, by making it ok. They may not do the heavy lifting, but without their endorsement change will not take place. Perhaps advocate with groups like Rotary whose membership includes many business, nonprofit, and university leaders.

The CEO of a large (300 employees) nonprofit spoke of efforts to develop a more diverse, inclusive workforce. Have decided the only way to accomplish that is to reach out to and target individuals instead of relying on ineffective newspaper ads and other, traditional means of outreach. The employer has to take action to break the cycle of traditional indifference.

Groups like Combating Racial Injustice and Dialogue on Race need to engage with community leadership (business, civil society, the academy) about change through presentations of data/hard facts like those made today by Dr. Reed and Sarah Halvorson Fried. The data tells us what is really going on. We need to know, understand and learn the data, what it means, how to speak about it.

Organize community-based resources to help and assist those who need to file claims with the EEOC. That process can be very complex and time-consuming. If there were a group organized to assist and help folk, it would be a big step.

Have conversations about racism, discrimination, racial injustice with children. Start early. Develop a generation whose expectations of employers will disempower discriminatory practices and challenge racist attitudes.

As individuals, speak up when we see discrimination.

My visit to the Civil Rights Museum in Memphis really impacted me. It woke me up. I finally got what white privilege is about. The museum had displays of dime store lunch counters, public transit buses, public rest rooms that were out of my childhood. I snapped awake and saw in a new way how I had grown up in a divided, racist society.

The White Privilege issue group is conducting story circles with Sunday school classes. Remains to be seen what impact they will have. What is the impact of hearing stories like these:

- In a job interview was told that over the phone you did not sound black. I just don't think you will fit. You will be meeting with people who don't look like you.
- Interviewed for a job and was told I would not be happy here (because I am black).
- The impact on children whose parents can only afford to feed them ramen instead of good, nutritious food. Impairs development. Forecloses normal development and guarantees failure.