

# Visioning Workshop 5: Summary

The City of Minneapolis and the engagement team (4RM+ULA and the Cultural Wellness Center) conducted Visioning Workshop 4 on September 24, 2024.

More than 120 people attended the event at The Square at the Chicago Ave Shops. At the event, we discussed what matters most to the community and focused on 4 areas for improvement within George Floyd Square: The Streets (ROW), Memorials, The Peoples' Way, and Racial Healing.

The City of Minneapolis shared their ongoing work related to Economic Vitality and Community Safety. A brief presentation by the Cultural Wellness Center and City staff shared the goals for the day. Community members broke into four groups, each with one of the focus areas identified above.

## Group A: Streets (**Right-of-Way**)

Craig Vaughn - Leader, Josh Colas, Trey Joiner, Heidi Garrido - Note Taker

## Group B: Memorials

Mary Altman - Leader, Noa Havilio - Note Taker

## Group C: Peoples' Way

Rebecca Parrell - Leader, Lyssa Washington - Note Taker

## Group D: Racial Healing

Charisma Smith- Leader, Rae Beasley - Note Taker

## Group E: How to do Ongoing Protests

Marcia Howard - Leader

## Highlights and Themes from Workshop 5

### General Highlights and Themes

- There is still a lot of emotion related to the City leading the visioning work at George Floyd Square.
- People came to the engagement for different reasons, including challenging the facilitation and wanting to learn more about the projects being considered.

### Economic Vitality Themes

- Minneapolis has a home access program that supports home buyers with down payment assistance.

### Community Safety Themes

- One-year old department working with community on defining what does the community want for safety.
- Two independent investigations being conducted into Minneapolis Police Department: Discriminatory policing, broader community safety ecosystem.

### Racial Healing Highlights Themes

- Privilege and power are centralized in specific groups, leading to exclusion and oppression.

- Racial healing restores health, requires the world to be reshaped, and involves truth and reconciliation.
- Embed racial healing on individual, social, and systemic levels, aligning with the GFS vision.

### Memorials Highlights and Themes

- The whole square is an active memorial and protest space.
- Continue working with artists and activists to define integration of existing and new memorials.

### Peoples' Way Specific Highlights and Themes

- Concern about requirements not listed clearly.
- Can incremental change happen by the City while developer is negotiating purchase?
- 24 demands should be met before development begins.

### Streets (**Right-of-Way**) Specific Highlights and Themes

- Many attendees want significant pedestrian space.
- Provide data on how many people visit the square.
- Historically in the USA, black people get harmed by local governments. They get things taken away.

### Contact

For reasonable accommodations or alternative formats please contact Office of Public Service, Alexander Kado, 38thandChicago@minneapolismn.gov, 612-673-3080. People who are deaf or hard of hearing can use a relay service to call 311 at 612-673-3000. TTY users call 612-263-6850.

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## General Feedback Received Before Breakouts Groups

The following value statements were discussed in the group breakout, with specific priorities identified for Memorials, Peoples' Way and the Street Design (ROW) projects and for Racial Healing.

- Center the needs of the people and the community of George Floyd Square
- Honor the life and death of George Floyd
- Respect George Floyd Square as an active memorial space
- Repair the collective harms of racism and its impact on our society

Presentation was provided before breakout groups from Community Planning and Development (CPED) regarding Economic Vitality and from the Office of Community Safety regarding safety and police reform.

Economic Vitality: Ryan. Sr. and Jenny:

- Customized right size financing, working with the health department. Affordable housing. Education.
- Introduction of the "Minneapolis Homes Access". Create generational wealth.

Community Safety and Police Reform: Kevin Carlisle, Manager of Community Engagement MPD, Jamison Whiting, City Attorney's Office, Christina Dowling and Amanda Harrington, Office of Community Safety:

- Kevin Carlisle leads a year old unit. Minneapolis Police Dept. and MN Department of Human Rights. What kind of police department does the community want to have? Wanted to be a bridge (North Minneapolis resident). Follow through in engagement. Communicating back. Note takers, not internal. Analysis training and oversight. We need to know what you want in order to know how to develop.
- Jamison Whiting works for the City Attorney: There are two independent investigations into the police. Discriminatory policing. Broad community safety ecosystem as a direct response to the investigations. 2 large documents (settlement and impending consent decree). Independent evaluation overseeing the efforts and compliance of the City.
- Participant complaining of 'over-talking', other saying this is a good intro.

- Participant: want to show you OUR ideas... we want police reform. We want justice. We want the mayor to come here and say he is going to work with us. Officers that need to be in jail.
- Jamison: We both have these experiences, grew up in this City. We do appreciate these conversations.
- Participant: Safety is prevention, safety is restoration
- Participant: Thank you all for being here. We didn't have to wake up today, we are not trying to be pessimistic but optimistic. Driving north and there was a site response team for someone who was cuddled up. Holding a mop: clean up our thought, our minds, our hearts. Matter what you say you are not what others say we are. We have to have a strong vision, people die because we didn't have a vision, not just this year but a thousand years to come. I started the garden the best I could. I see growth. I see fruit. We need to plant seeds positively. But first we need to remove weeds and clear the path. Otherwise, they will take the original and replace it with the copy. But we cannot allow them to do it. Because WE are the original. It started with George but relevant to everyone that died by police brutality. We need to start with the wipe. The whole hand becomes the fist. There is only one design of a fist. We have gardens. They must remain. The gardens are already global. We have grown. But we must protect our roots. What are you going to do to protect our roots our fruits, our vision. What are you going to do to protect our vision. Someone who will live a 1000 years from now. Now is our chance to glow and shine the truth has been spoken.

Anthony introduced the leaders of the groups.

- Charisma Smith, Racial Healing group: How do we understand it? How do we engage it?
- Mary Altman, Memorials group: Review the value statements that have come from the community to make sure we are reflecting what you've said so far. The roles of different people involved in the process.
- Craig Vaughn, Street Design group: Community values and design priorities. Evaluation matrix.
- Rebecca Parrell, Peoples' Way group: Requests for

## Secondary Title

qualifications. Answering questions.

- Marcia Howard: I protested in the square. Formed a group of how to do the ongoing protests. Forming a new group. Have to be considered in the context of who we are.

Comments left on comment cards:

- Never ever invite MPD to this space.
- Stop prioritizing white discomfort.
- Don't govern us! Listen to the people, give them what they want! Police reform.

Additional information:

- October 21st CVC meeting
- 16-20 youth focus group and elders focus group will meet in October.
- Agape office hours have concluded.

## Engagement Timeline



## Group Breakout Session Highlights

### Group A: Streets (ROW)

Alexander Kado, Craig Vaughn - Leader, Josh Colas, Trey Joiner, Heidi Garrido - Note Taker

Craig Vaughn provided a brief overview of the concepts and previewed the evaluation matrix. Workshop participants asked questions about the concepts and expressed community concerns. Craig Vaughn and Alexander Kado fielded the questions and concerns, and provided thorough responses. Workshop participants voiced the following:

- The proposed NB BRT transit stop on the south leg of Chicago covers memorial space for Murphy Ranks.
- Actively putting transit in a memorial site needs clarification of how the decision was made.
- There are numerous community groups that want a broader pedestrian only space.
- The area where George Floyd was murdered is covered by sidewalk. What will the area look like, and when will it be determined. Will cars travel over the footprint of where he was murdered?
- How can the design of the street be completed before the design of the memorial space.
- People's Way should begin construction before the street is reconstructed.
- Concerns that the City and transportation is leading the process, not the community. The community needs the space and capacity to create a vision.
- Businesses are prioritized over homeowners.
- Concerns that transit will not serve the residents in the area.
- The proposed transit stops should feel safe and have a neighborhood feel.
- Who is going to enforce the Transit Mall option. People are going to drive where they want to drive.
- How is the streets project getting paid for? Where are the community tax dollars going? The community is underfunded.
- The City controls the evaluation matrix questions. This gives a sense that the perspective and vision is narrow.
- In reference to Metric #3, this stands out as a guide for a vision. There needs to be a unified view.
- One thing that is a challenge is there is no confidence that something can actually come out of this that is visioned by the community.
- Question on the purpose/point/explanation of transit at the intersection. The commenter noted they understood the significance of transit but wanted more clarification
  - A second person supported this comment
- An attendee asked if the transit only street option was similar to Nicollet downtown
- An attendee asked why all the concepts covered the area where George Floyd was murdered with sidewalk. They also remarked that does the project team (actually) know the amount of visitors that come to the intersection- implying it's more than that space can safely hold.
  - Response: We know no one will drive over the space where GF died. For graphical purposes, these are concepts because we don't know what the memorial will look like.
- How are you going to design the streets before you know what the memorial will be?
  - Response: Largely choosing a concept and then furthering that detail with the design concept about how that space comes together.
- An attendee commented about several aspects about the engagement process and their involvement in previous engagements such as the Co-Creation Team. They remarked about several actions the City has taken, that from their perspective, was disingenuous or ignored the outcomes of previous engagement. More from them below:
  - Transit is leading the city's effort to push the street design
  - Streets don't do the repair of harm to the community
  - People need space to help the City do the work of visioning at the intersection
  - Question of how much the intersection reconstruction will cost people (across, time, and economically)
  - The City bypassed the CCT, and these meetings are a round about way of getting what it wants
  - The City is leading reparative harm at the intersection and that doesn't make sense
- AK: We've expanded the transit focus to include the Peoples Way and Memorials and healing – we

## Group Breakout Session Highlights (Continued)

have staff from all departments. Construction would start in 2025. Peoples' Way have its own timeline. There's a lot of different opinions and our role is to hear all of those voices and find a project to meet those needs.

- We are not a monolithic community. We need time and space and to decide what we need for all of us to thrive. We need to figure out something that works for all of us. In that 4 years we have not been given resources we need to decide things. The City doesn't give us time to breathe to come together to figure this all out.
- We've been sitting on this 4 years, use the resources we've been given.
- An attendee remarked that the first meeting was all about the streets and this meeting feels the same
- Question on when the project would start- 2025 was the answer
- Question on when/who did community say that they wanted this project to happen?
- Participant: Historically in the USA, black people get screwed by cities. We get things taken away from us. Nothing gets invested in us.
- Council Member Jenkins: I have invested 8 million dollars in Sabathani..... Jobs for kids. Housing at 39th and Chicago for people coming out of homelessness. So you cannot say that there is no investment.
- But you and I know from neighbor to neighbor, you and I know- you're not the only person on the council. The money that has gone into Sabathani is not enough.
- Participant: I chose this community because of things like this. Have you ever been in another "Parks & Recreation"-esque community? Have you ever been in a meeting with 8-10 staff in the room like we have now? I want to work with them, I want to talk about transit. I want to bike to work.
- Participant: I want to live.
- Participant: Are you on the clock? (directed at Craig/Atum)
- Jenkins: They aren't paid by the hour. They're here because they want to be.
- Facilitator: I've been around for a long time. When I stand up and put together a plan. Other people don't do what you do. As long as we think the City owes us life, we are not going to have life. Let us come together, put together a design. You have been all over without the help of the City. We have something to teach. YOU have a lot to teach and you have to show up to teach it. Until you stop believe that I'm prostituting for the City.... That's when the City will work with us. It's our fault if we don't get up and take back.
- Participant: We need a safe space.
- Reminder to leave comments in comment box, send feedback via email – QR code not working.
- Participant: I would love to see other options. I've never seen a transit project like this done well that doesn't negatively affect the residents who live nearby.
- Participant: I live two blocks away from bus stop... there is a big light. I no longer sleep well. I've called 911 because I've seen kids in the street in the middle of the night. I'm tired of writing emails for 4 years.
- Participant: Who is going to enforce these transit rules? MPD, who murdered GF?
- Participant: I am empathetic. This is getting away from what the protest was about. Mpls spends 20% of tax on police and 2% of housing. CM Jenkins pledged to defund. It doesn't matter what the street looks like when our taxes are going for violent people to harm our neighbors.
- Participant: I want to support Janelle. But what gets me is the City controls the questions. We have been looking for a vision for 4-5 years. A vision is not 5 different plans slopped together. We need an overall idea.
- Facilitator: A challenge is that there's no confidence that this could lead to a vital future that includes you or me. What if there was any confidence?
- Participant: I don't feel heard. I came to talk about traffic, but I didn't get to do that. It won't fix all of the big things. I just wanted to come to learn about the transit and be heard.
- Facilitator: There are lots of people who aren't here and also not being heard. Know you're being heard.
- Participant: The City has no credibility. This is why we fight.

## Group Breakout Session Highlights (Continued)

### Group B: Memorials

Mary Altman - Leader, Noa Havilio - Note Taker

- Defining the values. 4 value statements. This is just a draft. Please communicate if you want any changes. I want to make sure everyone talks, not just half the people.
  - Mary read the 4 value statements
- What memorial locations are important to you?
- We heard the whole square is important. The whole site is important.
- Mourning passage is a place people feel strongly about. Permanent or painted?
- Entrances into square and roundabouts are important. All four.
- Say their names: City is currently working on the design of the right of way. Say their name won't be impacted by these projects. Gardens are important. The need for a future community center that incorporates gardens. Green space at the roundabout and intersections. Rain management.
- Peoples closet and library places that provide services on site are important.
- Street design has not yet been selected.
- Rise and remember has been preserving the work, meeting with artist.
- Rise and Remember has been leading this work.
- Artist has a wonderful piece we need to protect. (Artist was sitting in the group as well)
- Boards will be on the city website.
- Role of artists.
- Likely own the work and have the right to determine the future of the work. We will need to move work around during construction. We will be engaging conservators. Pavement test to preserve the pavement.
- We have preserved an area where Mr. Floyd was murdered. City is responsible for most of the property in the right of way as well as the say their name site. The city doesn't have the intention to own any of the works. Autonomy of the people of the square.
- Mary give some time to write notes then we'll go into discussion.
- Elder Atum: checking about moving to other topics (people prefer to stay in the group if possible)
- Mary pointing out the (truly!) Gorgeous clouds.
- Question about the preservation of the concrete.

- Mary: We will test how to preserve. Reconstruct the road sewer waterlines and plant trees.
- Mourning passage will be able to repaint. Work with the community. Another discussion is to make it more permanent. It repaints every spring.
- Participant: fist as a gateway.
  - Mary: These will all stay. Artist, who is here has a say in that.
- Question: If the artist let it stay, will the City still maintain it.
  - Mary: We do have a large collection of art and we maintain it. We could maintain but only if the artist is okay with that. There are a lot of legal arrangements. We can buy the piece as well.
- Another question: responding to being an active memorial space. If it's really active. Could the City provide infrastructure like cables wiring for sounds and light. Make it easier for the community to use the space.
  - Mary: We will continue the engagement even beyond.

### Mourning Passage

- Question: process of renewing is as important as the art itself it's a community action.
  - Mary: yes, we heard it many times:
  - Another participant: such a sacred process.
- Another thought: things are going away there is not really a way to preserve it so my question is. Before they get removed. A process that the community is invited to for removal. Just seeing it torn up will be hard.
- Another Participant: huge part is visitors, and that it is changing.
- What will happen to the offerings?
  - Mary: Rise and Remember will be caring for the offerings as they are today.
- Construction will be done in phases.
- Another question: What is the relationship between the City department of art and culture and the people's way team?
  - Mary: People's way owned by the City. RFQ requires the owner to engage the community. The art department will not be developing the project.
- Mary: There 7 artist and musicians in this group (raise of hands).



## Group Breakout Session Highlights (Continued)

- In November we will bring your vision to the City Council.
- We will continue to be doing engagement and planning.
  - Art and artists being essential to the square
- Minneapolis arts commission: They aren't appointed and you can apply.
- Honoring the artists rights. A lot of people who apply get selected. It's not an elected position.
- No people from this neighborhood are in the commission right now.
- Question: How can we continue to the support and be engaged?
- Email list
- Another questions: climate concerns
- Mary: Better storm water management. Every development needs to be sustainable. Led pipes are underneath us. there are zero trees.
- Question: preservation. Plans for new memorials?
  - Mary: Rise and remember is talking about a new memorial. We've been hearing, the City is out of the memorial business.
- Question: Roles of Rise and remember
  - Mary: We have a draft plan how to work with the conservators and the artists. Conservators working with the community and the artists will develop a plan.
- Question: Is there an assumption that the role of Rise and Remember needs to be in partnership
  - Mary: Yes. It's one of the values: keep the involvement of the people who have been doing the work.
- Participant from Rise and remember: we are engaging the community and the family
- We are writing the book. Not a kind of work that have been done.
- Washington DC.

Post-its collected by Mary at the meeting:

- Pedestrian safety is paramount. Close the intersection to cars.
- Process of putting the works "to rest." Some kind of ceremony or process before they are destroyed that the community and artists are invited to.
- The 24 demands must be met before the City can start tearing up the roads. No justice, no streets.
- Include the word sacred in the values.
- Cut out a section of Mourning Passage for preservation.

- Value to add: art and artists working with and for the community of GFS are essential to the long term success of GFS, including the planning, designing, creation and ongoing programming.
- Clarify current and planned role of Rise and Remember. Are they a partner with the City.
- Consider two partners: Operational-City; Programmatic-community led, Rise and Remember or non profit partner. Temporary and platform and fixed with owner. Consider overhead cables, sound system, light works.
- "Active Memorial Space is a bit vague. Clarity is needed. "Active, evolving programmed (or programmable) memorial space.

## Group C: Peoples' Way

Rebecca Parrell - Leader, Lyssa Washington - Note Taker

- Start of small group, Rebecca: Review of values for what is important to the site
- What is embodied in the future?
- RFQ issued 9/23/24
- Encouragement in creating a collective
- Why Policing ("police") not showing up in RFQ
  - Intention was written into the RFQ without explicitly using the word "police"
- The focus of the grounding language was on untangling of the "harm" caused due to action of a City department
- Bring it back into the scope as part of the reason site needs development
- "Overpolicing" as part the racial healing and process
- Concerns about nothing listed as requirement - no prevention of turning it into a "Starbucks" or chain - "flip the property"
  - Use a proof-point of failure for economic development in the area
  - Can language be added to protect against flipping the property or introducing a chain to the neighborhood?
- Long term - development terms
- Add language: What are your long term plans for this development?
- Include Stipulation - change of ownership has to have review process
  - Happens at the City level

## Group Breakout Session Highlights (Continued)

- Can there be language added for assurance of community 'control' in perpetuity?
- Who's going to underwrite the cost of development
- Why can this not just be an open meeting space?
  - Public amenities (24/7 access), but open space for community
  - There are indoor gathering spaces in the square.
  - Who and how to fund?
  - Community members currently incurring cost - city (CPED) unable to underwrite
- Could this just be an open site? - Demo building and nothing
- Community can create ideas - knowing what work is already done here?
- Can a deed restriction to be added to this space
- Is the Selected proposer required to do community impact study?
  - Can add that language?
- Publicly accessible public bathroom critically important
- How much will the site cost? Budget? (purchase price)
  - No RFP in this process; once qualified applicants are selected, they will have to do a presentation/open house for community to help determine recommendation for City Council and Mayor
- If this were to become a national monument or UNESCO world heritage site would the RFQ process still occur?
  - Why is it not?
  - Would have to be owned by the feds and then do their due diligence
- Same at state level if had state designation
- What does that take/what's the process?
- Lots of dynamics and voices still unheard
  - Door-knocking strategy to get other voices to the table was effective, but people are still hesitant because other voices drown out their community perspective.
  - Some want change while honoring and to allow for the space to open for visitors and the existing local community.
- No current plans to the site to be made.
- Can incremental change - improvements with City dollars happen in the meantime?
- Who approves and makes the decision?
  - Community makes recommendation that City staff take forward to Council and Mayor.
- Information: For national monument: presidential proclamation is the path
- Park service: Congress
- Will city do environmental clean-up before site is developed?
  - Will be done with governmental partners; City will manage process
- Environmental testing to be done October 17
- Preferred option seemed to be picked at meeting - Option C
  - Concern that options presented were only option, but only provided as an idea to see what different site and building configurations bring to the site.
  - How is the site currently zoned?
  - Future zoning will consider the development of the site. Currently zoned as Commercial Mixed use (CM2)
- Development of National Center for Reparations Institute
- 24 demands not met - building is supposed to stand until they are met
- Why are people attending and going along with this
  - Why is city looking to start RFQ process?
- Can there be more time into the process?
- City to take these into consideration in part of negotiation
- Give the City power to negotiate for and advocate with the community
- Story: truckers union and bloody Sunday became Aquatennial
- Moving further away from the why in these processes
  - Sanitize the site and disassociate what happened here from the place itself
- Meet the 24 demands and OJP report
- Justice first and "discomfort" - something we all should live with
- Can advance many possibilities including tenets of the 24 demands if this site developed.
- Why issued before OJP and 24 demands met?



## Group Breakout Session Highlights (Continued)

### Group D: Racial Healing

Charisma Smith- Leader, Rae Beasley - Note Taker

Group E: How to do Ongoing Protests

Marcia Howard - Leader

Objectives:

- Discuss the impact of racism in our society
- Engage the definition of racial healing with a deeper dive
- Explore racial healing in the process of the visioning workshops

What is Racism?

- Privilege and power are centralized in specific groups, leading to exclusion and oppression.
- Racism is a system of oppression.
- Colonialism and slavery are the roots of racism.
- It is based on categories and divisions like race, class, etc.
- Racializing people is the act of separating them from the dominant culture, treating them as inferior.
- Discrimination is a core part of racism.
- Racism is a process through which we all become dehumanized.
- Racism is an oppressive system with the intent of creating disadvantages for marginalized groups based on race.
- Racism is upheld by systems that reinforce stereotypes and maintain racial inequality.

How is Racism Facilitated in our society?

- White supremacist ideologies are embedded in systems of capitalism.
- These ideologies perpetuate anti-Black racism and inequality.
- Racism is reinforced through institutional structures.
- These structures create barriers to access and control over resources, leading to racial disparities.
- Racism is justified through discrimination and the belief that some people are “other” or “lesser.”
- Racism is facilitated by both formal systems (e.g., legal and social systems) and informal systems (e.g., social norms and biases).

- Our systems depend on harm.
- Racism perpetuates harm through exclusion and exploitation.
- Racism provides justification for mistreatment and inequality, reinforcing social hierarchies.
- Internalized racism, unequal systems, and laws all contribute to maintaining racial disparities.
- They perpetuate racist attitudes and normalize racial inequity.

What are some harms that Racism cause in our community?

- Trauma.
- Separation from equal access to environmental resources, including food and housing.
- Devaluation of education and diminished opportunities for certain groups.
- Harms include death, mistreatment, and exclusion based on race.
- Premature death, poverty, and generational trauma.
- Generational harm from racism, affecting the ability of communities to heal and thrive.
- Death and systemic injustice, such as being denied fair treatment by legal and social systems.

Why is racial healing necessary?

- Acknowledging and addressing the wounds that racism has created is essential.
- When we heal, we can all do better and contribute more to the community.
- We cannot move forward as a society until we heal the harm caused by racism.
- We cannot heal our lives or our communities until we address racial trauma.
- To understand and acknowledge the systemic inequities we face and how they affect our collective well-being.
- Healing is necessary for life, liberty, and freedom—without healing, we remain trapped in cycles of harm.
- Racial healing restores the bonds broken by racism and enables individuals and communities to heal.
- Healing is necessary to recognize how systems cause harm and continue perpetuating oppression.

## Group Breakout Session Highlights (Continued)

How do you understand Racial Healing?

- Racial healing is still under construction after 400 years of oppression.
- We are all working together to address it.
- Keep racism from re-emerging.
- Adopt practices to call out racism and racist behaviors.
- Racial healing is a process through which humans try to undo the harm caused by racism.
- Reclaiming my culture and way of life that makes me whole.
- It involves validating my experiences and centering my truths.
- Addressing racism by recognizing its roots and origins.
- Identifying the steps necessary to dismantle it and replace it with healing practices.
- Racism is a social disease that infects minds, bodies, and systems.
- Racial healing is the antidote to this disease.
- Mending the cracks in the system will mend the harm caused by racism.
- Racial healing restores my health, requires my world to be reshaped, and involves truth and reconciliation.

What is the benefit to self-healing?

- Moving beyond a state of trauma and breaking generational cycles.
- Meeting with care in the community and working to avoid harmful outcomes.
- Being able to restore balance and build resilience.
- Helps create emotional/mental well-being and encourages long-term healing.
- Benefits self helps me do my part in healing.
- Supports collective well-being of others around us.
- The individual becomes more resilient and able to step into supportive roles and thrive socially.
- Self-healing brings restoration of the body, mind, and spirit.

What is the benefit to social healing?

- Income disparity, police brutality, and the demonization of certain racial groups are reduced.
- Inequality in spaces such as business and other areas is addressed.

- Unfair and prejudicial treatment of individuals based on race, class, or sexual orientation is reduced.
- Justice and peace are embedded in individuals and society, allowing systems to move forward with equality and fairness.
- Social healing fosters unity and connection within and across communities.
- Social healing creates spaces where babies, children, and adults thrive.
- Individuals are loved and respected without experiencing racism.
- Social healing promotes tolerance, equity, and reduces tensions.
- It enhances resilience, cohesion, and shared power in communities.

What is the benefit to system healing?

- Systems heal and benefit from the undoing of generational oppression.
- Redesigning systems to respect and give correct representation to ethnic groups.
- Schools, legislation, workplaces, and homes become places where equity and healing are prioritized.
- Long, healthy lives and meeting the needs of communities.
- Reparations and justice are achieved.
- Freedoms are equally enjoyed by all.
- Systems operate within completely anti-racist structures.
- Promote equity in all areas.
- Laws that perpetuate harm, such as police overreach, discriminatory practices, and child welfare systems, are abolished.
- Benefits of system healing include equity, wellness, justice, and the strengthening of opportunities for all.

Where do you see Racial Healing happening within the GFS Vision (the Right-of-Way, Peoples' Way, and the Memorials)?

- I would like to see racial healing embedded on individual, social, and systemic levels, aligning with the GFS vision.
- Economic and social healing are taking place.
- Thriving Black businesses and music that reflects healing and joy.

## Group Breakout Session Highlights (Continued)

- Listening sessions—hearing from those impacted by racial injustice over the last 4 years.
- People talking to one another, sharing resources, and working collectively.
- Community engagement happens in the memorials.
- Will healing continue as people reclaim spaces, or will they be co-opted for commercial purposes?
- There is a concern about cultural erasure happening if spaces are not protected.
- I see the GFS vision connected to an idea of building a resilient community through restorative actions.
- Truth-telling, especially regarding police violence and racial injustices.
- Racial healing involves addressing the trauma and legacies of Black resistance through art, music, and activism.
- A personal narrative about police brutality and its impact on healing.
- Addressing the legacies of Black resistance and racial trauma through activism, art, and storytelling.
- Resilience and Restorative Actions
  - Building a resilient community by connecting the GFS Vision with restorative actions.
  - Personal and systemic resilience through racial healing, truth-telling, and community-based solutions.
- Racial Healing through Art and Activism
  - Art, music, and activism as important pathways for racial healing.
  - Creative expressions that highlight and address trauma and promote racial justice.

### Group E: How to do Ongoing Protests

Marcia Howard - Leader

#### Themes

- Community Engagement and Collective Healing
  - Sharing resources and stories between individuals to foster healing.
  - Listening sessions to understand the impact of racial injustice.
  - Engagement through conversation, resource sharing, and collective work toward healing in memorial spaces.
- Economic and Social Healing
  - Thriving Black businesses and cultural expressions (e.g., music) as forms of healing.
  - Racial healing seen through social and economic improvements, aligned with the GFS Vision.
- Cultural Preservation and Protection
  - Concerns about maintaining cultural spaces (e.g., memorials) and preventing commercial co-option.
  - Emphasizing the need to protect spaces for authentic racial healing and memorials for community healing.
- Truth-Telling and Accountability
  - Truth-telling around police violence and racial injustices as central to the healing process.