

# UNDERSTANDING RACIAL HEALING

## ENGAGING WHAT WE KNOW

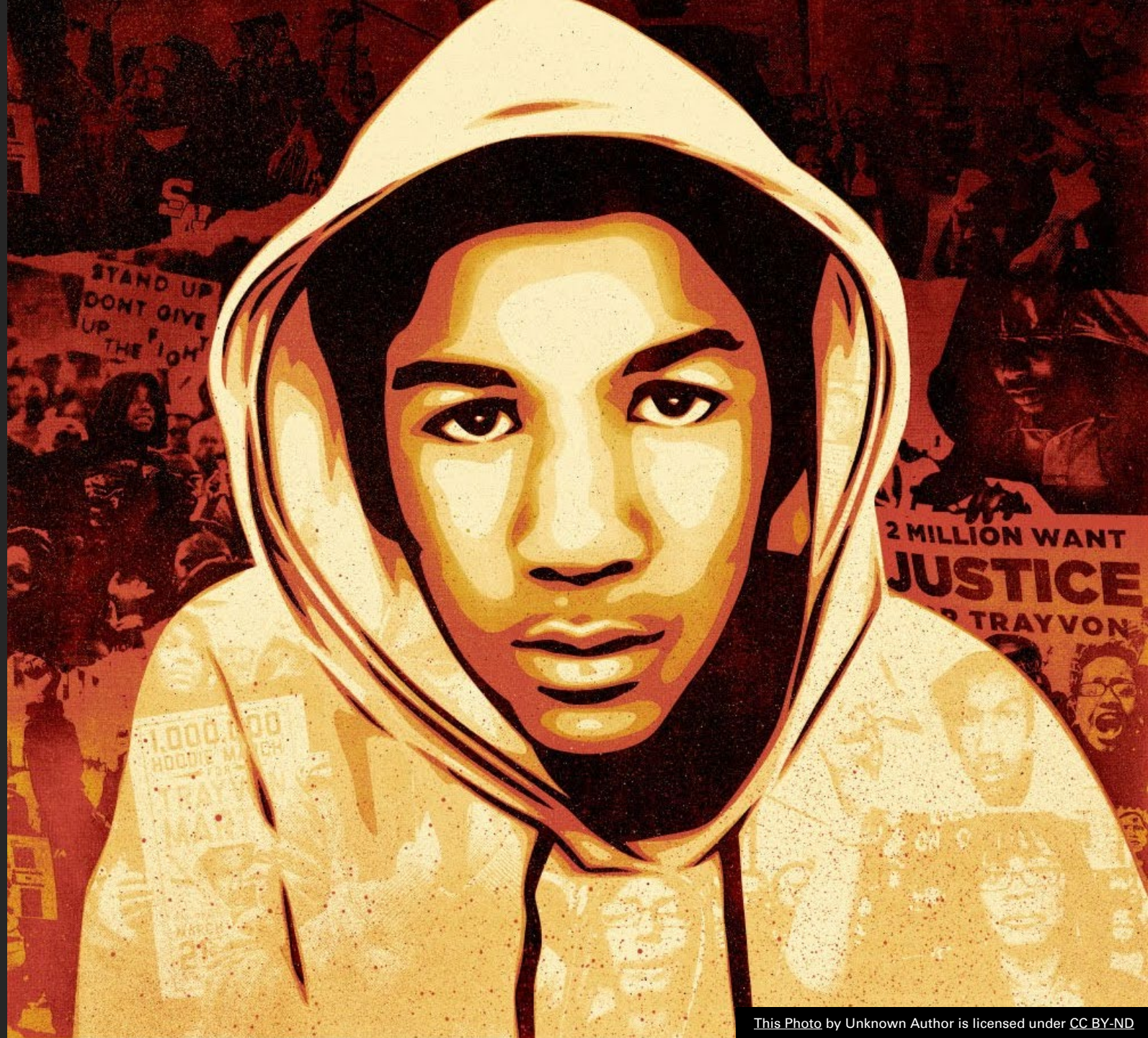
### Facilitator:

Charisma Smith - *Program Manager*  
**City of Minneapolis** Department of  
Racial Equity, Inclusion, & Belonging  
(REIB)

## OBJECTIVES

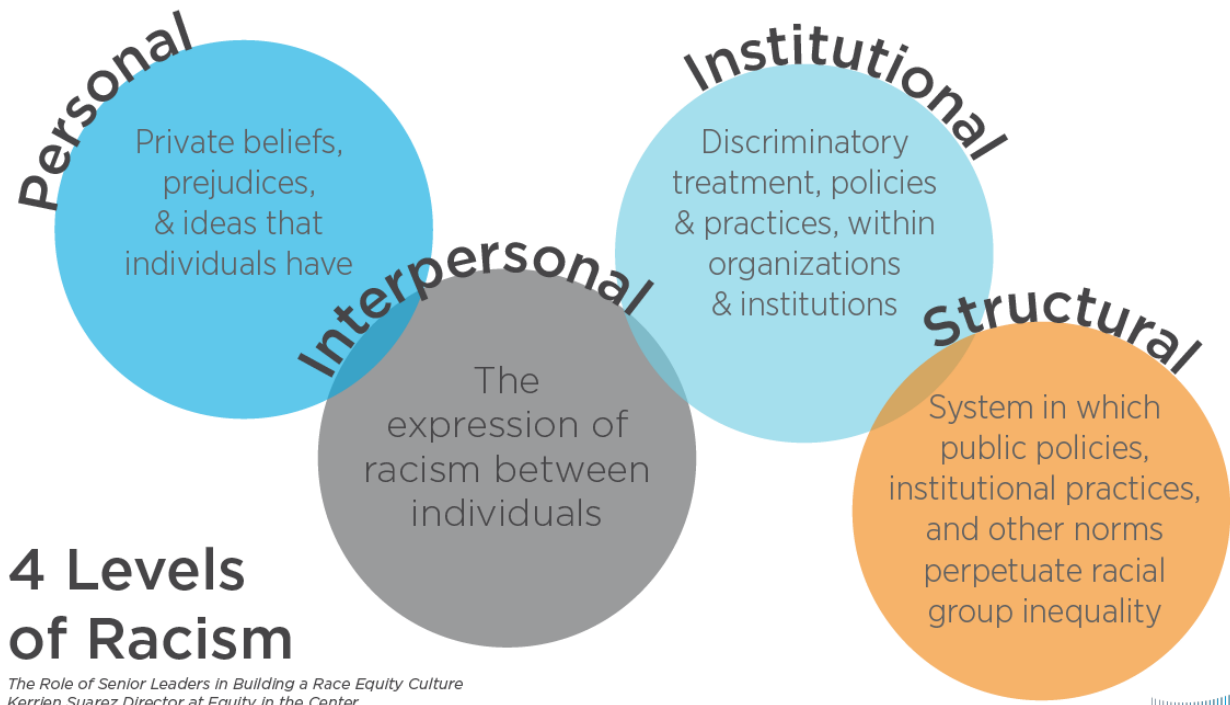
- ❖ DISCUSS THE IMPACT OF RACISM IN OUR SOCIETY
- ❖ ENGAGE THE DEFINITION OF RACIAL HEALING WITH A DEEPER DIVE
- ❖ EXPLORE RACIAL HEALING IN THE PROCESS OF THE VISIONING WORKSHOPS

# WHAT IS RACISM?





# HOW IS RACISM FACILITATED IN OUR SOCIETY?



## 4 Levels of Racism

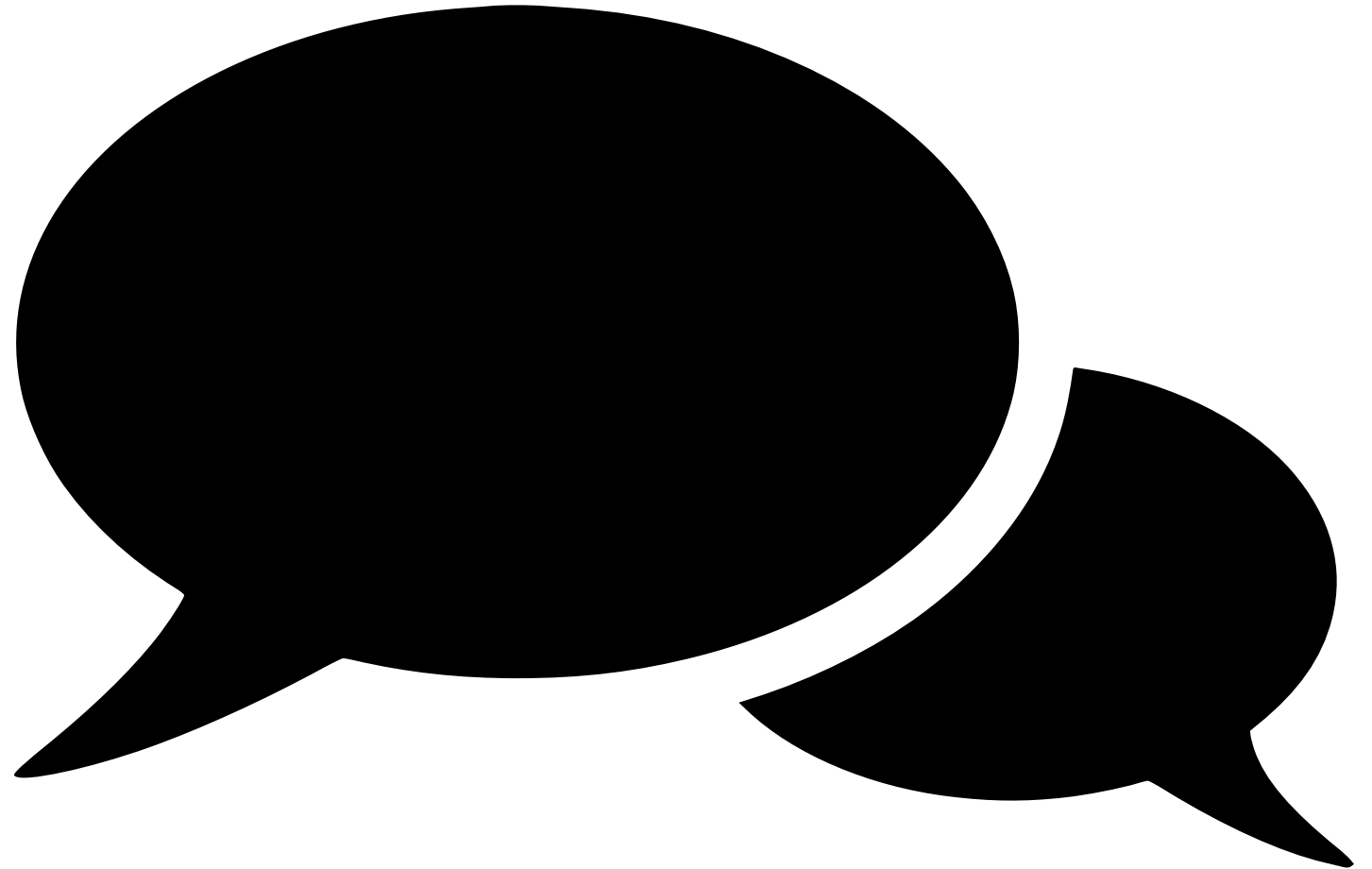
*The Role of Senior Leaders In Building a Race Equity Culture*  
Kerrien Suarez Director at Equity in the Center



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WHAT ARE  
SOME HARMS  
THAT RACISM  
CAUSE IN OUR  
COMMUNITY?



## Racial Healing Definition

Racial healing refers to the process of recognizing, addressing and reconciling individual and collective racism, its historical roots, and its current impacts on society. It involves acknowledging past injustices and harms caused by racial discrimination and working towards repairing the damage, fostering understanding, empathy, and respect amongst racial groups. This process aims to heal the wounds created by racism, build bridges across communities, and create an inclusive society where all individuals belong and can thrive without the barriers of racial prejudice and inequity.

Why is  
racial  
healing  
necessary?

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## 3 areas of racial healing

Self

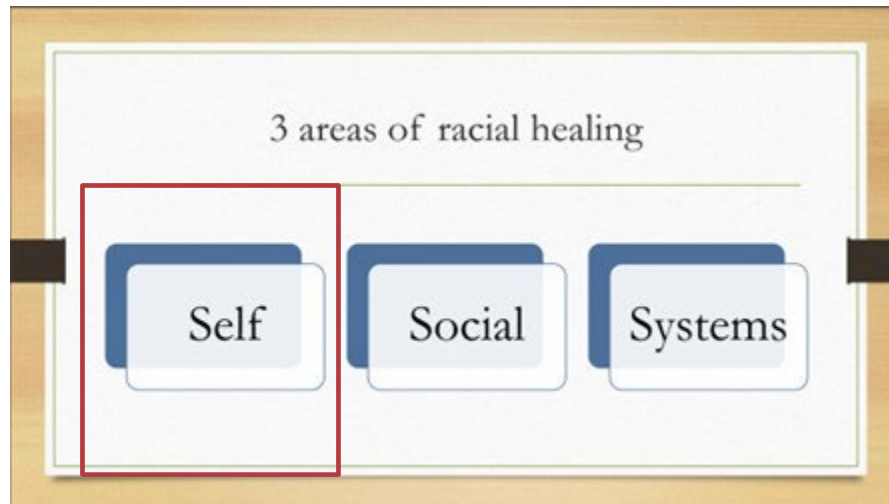
Social

Systems

# HOW DO YOU UNDERSTAND RACIAL HEALING

- What is your perspective, interpretation, and concept of Racial Healing?

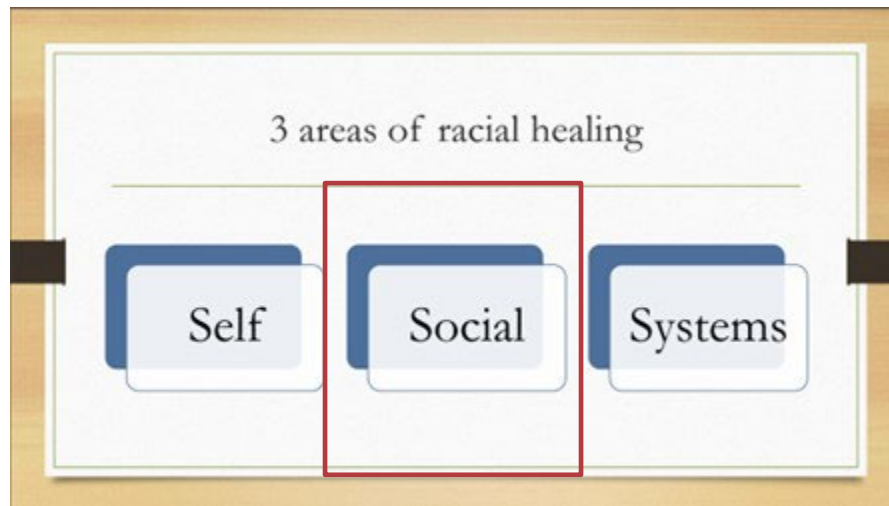
# WHAT IS THE BENEFIT TO SELF HEALING



## Self

- Somatic Awareness – Becoming aware of the body's reaction to stress and trauma
- Grounding Techniques – Using methods like deep breathing to stay present and calm
- Cultivating Resilience – Building inner strength through meditation and mindfulness
- Physical Movement – Engaging in exercise or dance to release trauma from the body
- Therapeutic Support – Seeking professional help for emotional and psychological healing

# WHAT IS THE BENEFIT TO SOCIAL HEALING?

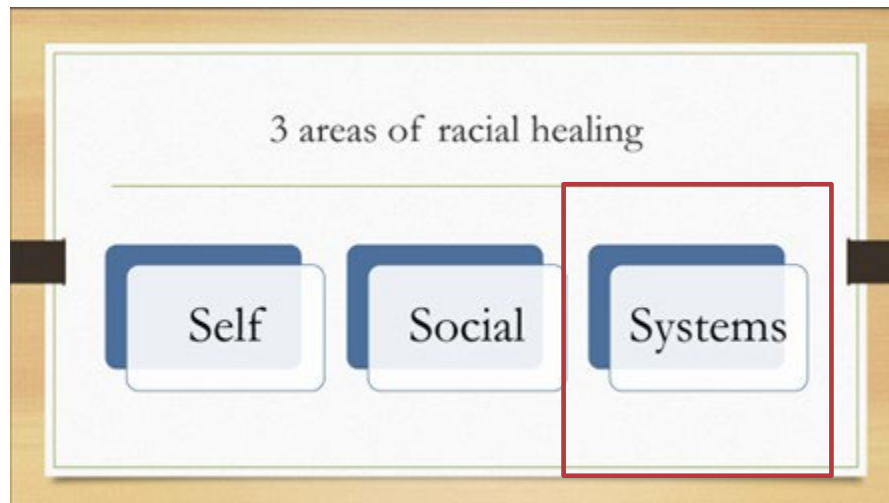


## Social

- Community Connection – Access the healing power of being in community where one's experiences are understood and validated
- Cultural Practices and Rituals - Participating in cultural events that offer a sense of belonging and collecting healing rooted in heritage
- Collective Validation – Acknowledging and validating shared experience and feelings
- Empathy and Support – Building empathetic relationships for mutual support and healing
- Collective Receiving – Contribute one's own needs for healing to the collective awareness in order to be addressed



# WHAT IS THE BENEFIT TO SYSTEM HEALING?



## Systems

- Structural Reform – Reforming structures and policies to prevent future harm
- Resource Allocation and Reparation – Directing resources towards reparative and equitable initiatives
- Equitable Practice – Implementing inclusive and just institutional practices
- Addressing Root Causes – Tackling the foundational issues of societal injustices
- Sustainable Change – Ensuring long-term systemic transformation for equity

*GIVEN WHAT YOU KNOW,*  
WHERE DO YOU SEE  
RACIAL HEALING  
HAPPENING WITHIN THE  
GFS VISION (**THE RIGHT OF  
WAY, PEOPLE'S WAY, AND  
THE MEMORIALS**)?





What words or phrases still linger in your mind?

What new insights did this information give you?

Where did you feel most challenged?

What can you do with this information you heard?