



# Creating Socially Just Communities of Forgiveness, Racial Healing, and Race Equity: From Me To We

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# Welcome and Thank You!!



# Sharing My Intentions

- Understand the components within, and the areas of difference and overlap among the central concepts of Forgiveness, Racial Healing, and Race Equity;
- Express own thoughts and positions in relationship to the concepts;
- Apply the concepts to our lives as individuals and members of families, organizations, and community systems;
- Commit to one action toward self-and-other forgiveness, racial healing, and race equity, facilitating systems of social justice for all.



# Establishing Our Objectives



# Defining Core Concepts

- **Freire**- The power of "The Word"...Language influences our perceptions and experiences of reality.
- **Race**- Not a 'scientific' concept, it is commonly defined in terms of biological traits, e.g., skin color, hair texture, physical characteristics... Scientific rejection with popular acceptance has led to individual identities and collective consciousness.
- **Ethnicity**- "A sizable group of people sharing a common and distinctive racial, national, religious, linguistic or cultural heritage".  
*American Heritage College Dictionary*

**...Ethnic-racial identity (ERI)**



# Defining Core Concepts (continued)

- **Prejudice**- A pre-judgment, a bias, that is not based on reason or possibly even actual experiences.
- **Stereotypes**- Firmly held beliefs about specific types of individuals or certain behaviors, thought to represent an entire group of those individuals.
- **Discrimination**- Making a distinction... Racial discrimination = Acting on your prejudices and/ or stereotypes.
- **Racism**- Belief in the superiority or subordination between and among races... can be held by individuals, institutions, and reflected in policies. Some say *'racism= prejudice + power'*.



# Defining Core Concepts (continued)

- **Microaggressions-** "Subtle, stunning, often automatic, and non-verbal exchanges... 'put-downs'..."

*Pierce*

- **Racial Microaggressions-**micro assaults, insults, invalidations - "Brief and commonplace daily verbal, behavioral, or environmental indignities, whether intentional or unintentional, which communicate hostile, derogatory, or negative racial slight and insults toward people of color."

*D. W. Sue*





# Defining Core Concepts (continued)

- **Race-Based Traumatic Stressors**-negatively impact one's functioning mentally, emotionally, physically, behaviorally, interpersonally, and spiritually.

...Realities of **intersectionality** can multiply the impact.





# Defining Core Concepts (continued)

- **Forgiveness-** "The intentional and voluntary process by which a victim undergoes a change in feelings and attitude regarding an offense, lets go of negative emotions such as vengefulness, with an increased ability to wish the offender well."

*Wikipedia*



# Defining Core Concepts (continued)

- **Forgiveness...** a trait (characteristic) and a (physical) state. Two types: decisional and emotional forgiveness.

*E. Worthington, Jr.*

- **Forgiveness...** a noun and a verb.

- **Forgiveness...** "ultimately a gift to yourself and others in the world."

*Mariah Fenton Gladis*



# Defining Core Concepts (continued)

- **Racial healing**- "The process of engaging communities, organizations and individuals to uproot and jettison the antiquated belief in the hierarchy of human value and its consequences...

building authentic relationships and increasing the capacity for trust, honesty and collective action within and across diverse groups... create policies and practices that foster a more equitable society... an experience that can happen at individual, community and organizational levels."

*Truth, Racial Healing & Transformation/ WK Kellogg Foundation*



# Defining Core Concepts (continued)

- **Race Equity-** "A proactive counteraction of social inequities.."

*Equity in the Center*

"An outcome...when race no longer determines one's socio-economic status... And a process...when those most impacted by structural racial inequity are meaningfully involved in the creation and implementation of the institutional policies and practices that impact their lives..."

*Center for Social Inclusion*

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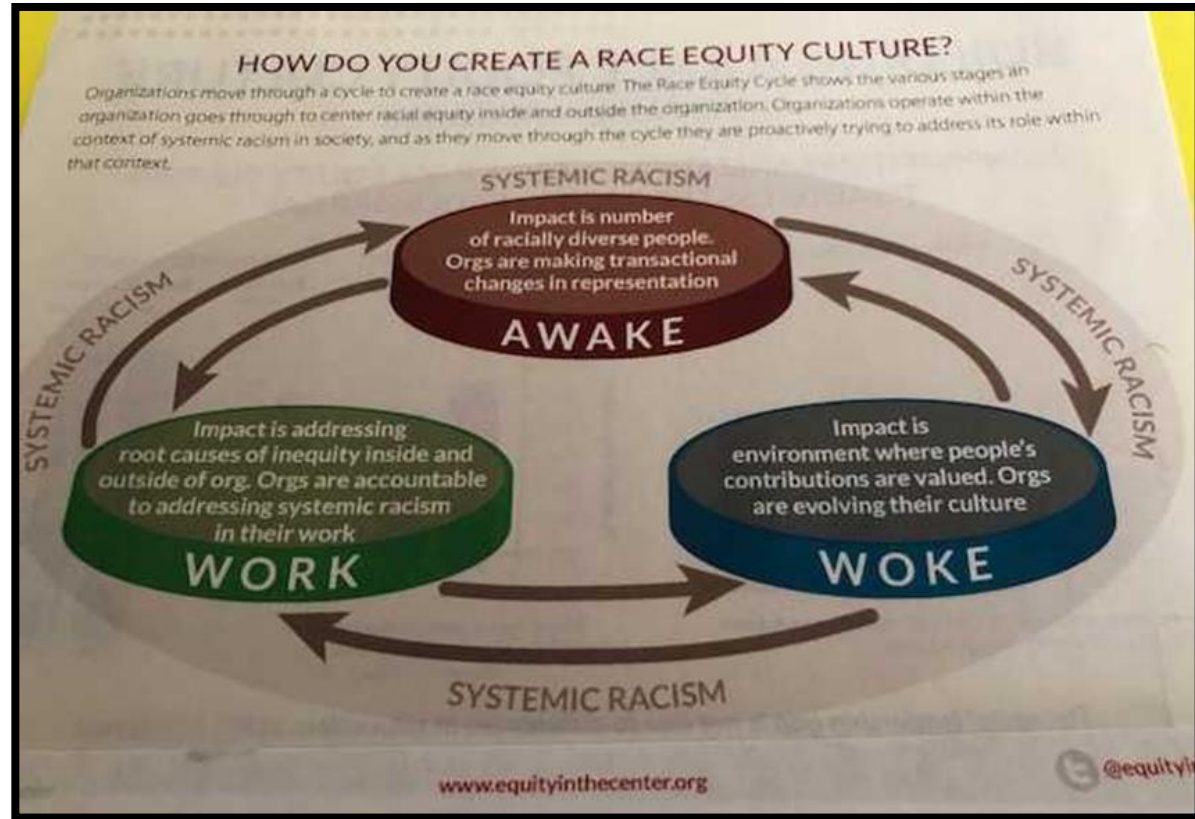
# Individual Change: Moving beyond surviving to thriving

- Staying awake, continuously dis-covering 'who' and 'why' you are.
- **Reflection #1:** *It Starts With Me...What have I experienced/want to forgive? What do I need and what do I need to do to begin to heal?*



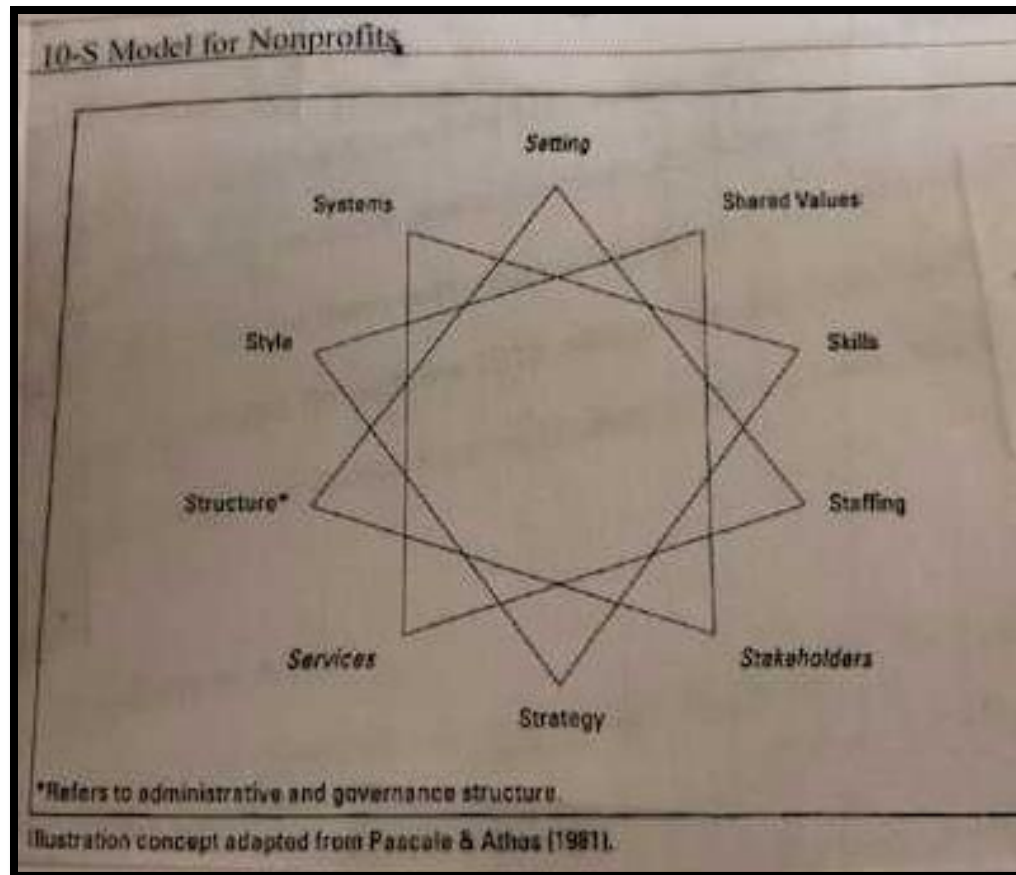
# Organizational Change: Serving those who follow

- "Unfreeze, Change, Refreeze"  
*Tuckman and Jensen*
- "Awake, Woke, Work"  
*Equity in the Center*



- "10 S Model"

*Bailey and Aronoff*





- **Reflection #2:** *It Continues With Us...Where are our organizations stuck? Where are the levers/ pockets of power and passion for change?*



# Community Change: Connecting for social action

## Alinsky's 1971, 12 Rules for Radicals:

1. "Power is not only what you have, but what the enemy thinks you have."  
(Power = money + people)
2. "Never go outside the expertise of your people." ( confusion, uncertainty, retreat)
3. "Whenever possible, go outside the expertise of the enemy."
4. "Make the enemy live up to its own book of rules."
5. "Ridicule is man's most potent weapon."
6. "A good tactic is one your people enjoy."
7. "A tactic that drags on too long becomes a drag." ( new 'news'!)
8. "Keep the pressure on. Never let up."
9. "The threat is usually more terrifying than the thing itself."
10. "If you push a negative hard enough, it will push through and become a positive."
11. "The price of a successful attack is a constructive alternative."
12. "Pick the target, freeze it, personalize it, and polarize it." ( people hurt faster than institutions)



- **Homan's 2018, Rules of the Game**

"Essential Eight:

1. *Act with purpose*
2. *Understand and clarify the issue*
3. *Know the actors*
4. *Involve more people*
5. *Figure out what to do*
6. *Take action*
7. *Use the action*
8. *Repeat the steps you have taken"*



- **Freire's 1970, Pedagogy of the Oppressed**
  - *Dialogue- "an act of creation"  $A+C=B$*
  - *Positive regard (for self and other)*
  - *Trust (in self and other)*
  - *Unconditional caring (of self and other)*



- ***Bailey & Friends' 2008, Sustaining Our Spirits***
  - *Humility- 'humus', being grounded, holding both negativity and praise lightly.*
  - *Faith- walking forward knowing that the ground will meet your feet...faith and fear have a hard time co- existing.*
  - *Hope- belief that more and better can and will come for us... the "wind in the sails of faith".*
  - *Love- Agape!*



- **Reflection #3:** *It Ends and Starts With 'We'...What can you/ your community commit to doing to create safe spaces for dialogue, sharing stories of struggle and 'grit' as antidotes to the toxicity of racism, spreading the healing powers of forgiveness and racial equity?*

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**Forgiveness, Racial healing, and Racial equity generate the authentic dialogue essential for sustainable social justice for all.**

**Welcome to the Movement!!**





# THANK YOU!!

True Colors:

<https://www.youtube.com/watch?v=LPn0KFlbqX8>

Freshly Ground – Doo Be Doo:

[https://www.youtube.com/watch?v=kLuSyqMIm\\_U](https://www.youtube.com/watch?v=kLuSyqMIm_U)

