



POLICYMAKERS

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EVENT AND ACTIVITY IDEAS FOR POLICYMAKERS

The National Day of Racial Healing takes place annually on the day after Martin Luther King Jr. Day. The observance grows year after year as people living and working in towns, cities, neighborhoods and organizations across the country work to create connections and share a sense of belonging.

Racism affects all of us in different ways. In the work world, it influences who has a shot at opportunities for wellbeing, like employment, advancement and leadership, decent income and capital. It affects whether employees feel a sense of belonging or ostracism. Racial healing is the process of better understanding our own experiences and those of the people around us, as well as why things are as they are in our organizations and communities.

Each year, the National Day of Racial Healing is an opportunity to gather colleagues from within your organization and across your sector to:

- Get to know each other.
- Cultivate trusting relationships.
- Learn about each other's diverse backgrounds, cultures, perspectives and lived experiences.
- Share information on the history or current realities of racism.
- Brainstorm ways to take actions that increase empathy, advance racial equity and build solidarity.
- Find or build common ground to initiate or strengthen work toward racial equity.

In planning an event or activity, be creative. Any event or activity that achieves one of the goals listed above counts — from one as simple as a small lunch among colleagues to an event that brings partners from across your sector together.

Also, be sure to let us know your plans. If your event is open to the public, the W.K. Kellogg Foundation will include it on our national event listing. If your event is private, we'd still like to hear about it, as new ideas will inform what's most helpful for next year's action kits. Please share your event details at DayofRacialHealing.org.

IDEAS FOR HOW YOU CAN PARTICIPATE

There are many ways to advance racial healing in your community. It requires the participation of all community members, including policymakers, community and faith leaders, business owners and the media. Racial healing is about centering people in the transformation of systems and building trusting relationships so that communities can lead in advancing more equitable outcomes. Policymaking that acknowledges systemic racism and seeks to

repair the harm furthers racial healing. These policies can address inequities in systems such as housing, workforce development, education and public safety that impact people's day to day lives.

Help grow the racial healing movement on the National Day of Racial Healing and beyond with the following ideas.

USE YOUR VOICE AS A POLICY LEADER

- Bring together partners from across all sectors of your community to host a local watch party for the National Day of Racial Healing special events produced collaboration with major WKKF media partners.
- Prepare a proclamation to acknowledge and honor the National Day of Racial Healing.
- Download the National Day of Racial Healing [social media toolkit](#) and share key messages on your accounts.
- Submit an op-ed to your local newspaper outlets in support of the National Day of Racial Healing.
- Uplift the importance of furthering racial equity via policymaking.
- Hold planning sessions that help community members understand the steps involved in and their role in policymaking that furthers racial equity. This includes development, education, advocacy and implementation. Keep in mind the following important considerations and questions:
 - **Policy development** - How can we create policies that respond to structural barriers and are grounded in respectful and thoughtful engagement with diverse community stakeholders? What tools are available to analyze and score policies?
 - **Education and advocacy** - What are the best ways to ensure the appropriate local decision-makers are aware of our policy plans that address racial inequities? What are the best ways to persuade them to adopt them?
 - **Implementation** - What are the roles and responsibilities of all partners and stakeholders in working with local policymakers and decision-makers to interpret the intent of our equitable and

LEARN, WORK AND BUILD

- Build capacity on how different types of policies advance racial equity through policymaking. You can get started by reviewing the resources listed in the next section.
- [Learn](#) about concerted efforts to create remedies and undo policies and practices that perpetuate systemic racism.

reparative policies? How do we develop an evaluation plan to monitor progress?

- Explore how some municipalities have created an Office of Equity.
 - What are the opportunities and benefits?
 - How did it happen?

Please ensure your organization fully understands and remains compliant with the IRS regulations on policy-related activities for 501(c)(3) and 501(c)(4) entities.

RESOURCES FOR LEARNING AND DISCUSSION

- [Government Alliance on Race and Equity](#)
- Independent Sector, [Tools & Resources for Achieving Racial Equity in Policymaking](#)
- National League of Cities, [Race, Equity and Leadership program](#)
- Othering & Belonging Institute, [Advancing Racial Equity: Legal Guidance for Advocates](#)
- PolicyLink & Strive Together, [Policy toolkit: A guide to systems transformation through policy change](#)
- PolicyLink & Urban Institute, [Scoring Federal Legislation for Equity](#)
- White House, [Advancing Equity and Racial Justice Through the Federal Government](#)
- White House, [Executive Order on Advancing Racial Equity](#)

PROCLAMATION

WHEREAS, the _____ affirms that all people, regardless of their racial, ethnic and religious group identification, skin color or physical traits, deserve an equal opportunity to experience well-being in a just society and be full participants in our democracy, we acknowledge that we must work to address historic and present-day harms of racism, heal the wounds created by racial, ethnic and religious bias and build communities where all children can reach their full potential and thrive;

WHEREAS, all children have the right to safety, dignity and humanity, and must be provided every opportunity to grow, learn and flourish in a nurturing environment;

WHEREAS, every individual possesses the ability to learn, grow and change, and build communities of accountability, care and collective action;

WHEREAS, if we all dedicate ourselves to a process that brings individuals and communities to wholeness, repairs the damage caused by racism and transforms societal structures into ones that affirm the inherent value of all people, we can bring about the necessary changes in thinking and behavior that will propel this great country forward as a society where everyone belongs;

WHEREAS, racial healing is a vital and crucial commitment to the educational, social, mental and overall well-being of all our children; and

WHEREAS, the city/municipality/state/Tribal nation/country of _____, in conjunction with others throughout the United States of America and across the globe, acknowledges the Tuesday following Martin Luther King Jr. Day as the "National Day of Racial Healing" and urges all citizens to promote racial healing and transformation individually and collectively as a means of working together to ensure the best quality of life for every child.

NOW, THEREFORE, I, _____, (insert mayor/governor/Tribal leader and city/municipality/state/Tribal nation/country name here) do hereby proclaim that this city honors and recognizes the Tuesday following Martin Luther King Jr. Day or the third Tuesday in January as the "National Day of Racial Healing."

DEFINITIONS

WHAT IS RACIAL HEALING? WHAT IS RACIAL EQUITY?

We offer these definitions as you and your collaborators think about ways to observe the National Day of Racial Healing. Racial healing and racial equity are terms gaining a lot of traction right now, but sometimes it's easier to brainstorm ideas when everyone starts from a place of shared understanding.

Racism keeps us disconnected and prevents us from living in a country where everyone has an equitable shot at opportunities.

Racial healing is at the heart of racial equity. It is about people building relationships and trust to develop shared goals and a collective will to create and sustain racial equity.

Racial equity affirms that all people, regardless of their racial or ethnic group identification, skin color or physical traits, deserve an equal opportunity to experience well-being in a just society. Achieving racial equity means that a person's identity would not determine how they are treated or predict life outcomes.

Racial healing is a process that restores individuals and communities to wholeness, repairs the damage caused by racism and transforms societal structures into ones that affirm the inherent value of all people.

When people come together to build relationships based on trust and mutual respect, they are better able to bridge divides and work together to transform systems and structures.