



Day 18: Tools for the Racial Equity Change Process

“Narrative has a profound impact on identity and behavior. Asset-framing defines communities by their aspirations and contributions, rather than their challenges and deficits.”

- Trabian Shorters

Over the past 19 days, we have learned how racial inequities permeate our communities on individual, institutional and systemic levels. We are all impacted by the system of racism in our country and therefore all responsible for dismantling the structures that allow it to persist.

Change is possible and there are many tools we can employ as individuals and organizations to drive individual and community transformation.

We will highlight a few of these tools below, but encourage you to explore [Racial Equity Tools](#), a comprehensive site of resources designed to support learning, planning, acting, and evaluating efforts to achieve racial equity.

Creating equitable outcomes also requires that we change the way we talk about members of our community, focusing on their aspirations rather than their challenges. In practice, this is called asset-framing and uses narratives to change the unconscious associations ingrained in our society. The opposite practice of deficit-framing, or defining people by their challenges, encourages the continued stigmatization of groups of individuals.

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Option 1: Read this [Beginner's Guide to Asset Framing](#), to learn more about why how we communicate impacts our ability to achieve racial equity.

Option 2: One of the ways we talk about ourselves is by building a narrative of our lives. Too often our narratives are created by what we hear about ourselves from others. Watch this video where [Benjamin Carlton](#) (12:05) discusses the life-changing moment when he took control of his own narrative and framed it with his many assets.



Option 3: One of the best ways to continue to build empathy and learn about race is to start a conversation. Read Race Forward's [10 Ways to Start a Conversation About Race](#) to learn more about how to start a conversation with friends, at school, at work, and more.

Questions to Consider for Self-Reflection:

As we've learned in previous days, white supremacy is a foundational piece of America's narrative. Many of our beliefs about ourselves are connected to these beliefs, regardless of our race.

Think now about your own narrative. How much of it is connected to beliefs that are not true? How can you reconsider your own narrative to include the beneficial or detrimental impact of systemic racism?

Share a resource from Racial Equity Tools on social media to inspire friends, family, and colleagues. Use the hashtags [#unitedforequity](#), [#equitychampions](#), and [#CREquitychallenge](#) when sharing!