



Ready and Relevant Toolkits

Racial Justice

2021

Ready and Relevant aims to provide young women with tools that will enhance their lives. These toolkits provide templates that are uniquely designed for each woman. Our goal is that by fostering relationships and connections, providing space for amplifying voices and understanding current events, women working with R+R will not only survive, but thrive. We believe that every young woman is relevant. Her future matters now.

These innovative toolkits are a resource for **Ready and Relevant** mentees. Each one will begin with a focus on the individual herself with a current needs assessment. From there we will introduce a specific topic of focus.

For each topic area, there are sections for:

- New learning and growth
- Taking action in the community
- Connecting with local community experts
- Resources and facts sheets

This toolkit explores the impact of **Racial Justice** on your life and community. We have provided a working definition, personalized reflection activities, tools and resources to guide you as you embark on the inner journey of discovering your racial identity. By evaluating your relationship to the movement, you can take action in a way that works best for you right now.

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Topic for Learning and Growth:

Racial Justice:

- What is it?
- How does it relate to my life right now? My future?
- How can I take action on racial justice?

Materials needed:

- [Ready and Relevant Journal](#)
- Pencil
- Access to internet

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[Self Needs Assessment: Check In](#)

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Learn Broadly for Personal Growth

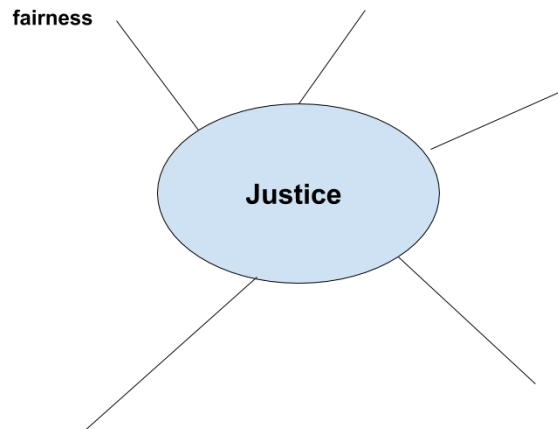
Racial Justice

What is Racial Justice? How does this impact my life? What is my role in the movement?

Part One: Context

The first step in beginning any work with racial justice starts with you, the individual. Your relationship with racial justice is unique to you. We believe that the only way we can move forward and make a difference is to educate ourselves through self-reflection and by recognizing personal flaws in our efforts. By understanding our part in the movement, we can work on those pockets of misunderstanding, misinformation, and missing history. Introspection will allow you to recognize your role in the movement toward racial equality.

- 1) First, we need to find a definition of racial justice.
- 2) Think.....
 - a) Take the words **racial** and **justice** and write each one separately in the center of a blank page.
 - b) Create a mindmap or a list to brainstorm all of the things you know about each word. Ex.



Part Two: Context: Connect and Reflect.

- 1) What does racial justice mean to you? What role does it play in your life? Write a reflection using one of the prompts below. Write as much as you can.
 - a) *Where were you when George Floyd was murdered? How did you feel before, during, and after the uprising of BLM? What did you do to help the movement? Do you recognize how you can help the movement?*
 - b) *If you are a non-Black woman or white-passing biracial woman do you think you are isolated from the history, the movement, and the struggle of being Black in America? Do you recognize your privilege and place in the movement? Do you recognize how you can help the movement and how the movement genuinely plays a role in your life?*
 - c) *Where were you when you learned about the attack on the U.S. Capitol? How did you feel? How do you think the violence from Jan. 9th will impact the movement?*
 - 1) “Racial justice in my community looks like.....”
 - 2) “In my community, the role of racial justice means.....”
 - 3) “My role in the movement is.....”

2) Understand...

- a) Read the text below.
- b) Then, go back and read what you wrote in part one. Compare and contrast the two. What do you think now? Has your definition changed?
- c) Write a new definition for racial justice for yourself. How have you been impacted by racial justice? Do you know what role you play in the movement? *(feel free to search other sites for more examples)*

Racial Justice defined: The systematic fair treatment of people of all races, resulting in equitable opportunities and outcomes for all. Racial justice—or racial equity—goes beyond “anti-racism.” It is not just the absence of discrimination and inequities, but also the presence of deliberate systems and supports to achieve and sustain racial equity through proactive and preventative measures. Racial Justice [is defined] as the proactive reinforcement of policies, practices, attitudes and actions that produce equitable power, access, opportunities, treatment, impacts and outcomes for all.

SOURCE:

Race Forward, "Race Reporting Guide"

Catalytic Change: Lessons Learned from the Racial Justice Grant

Making Assessment Report, Philanthropic Initiative for Racial Equity and Applied Research Center, 2009.
<https://www.racialequitytools.org/glossary#racial-justice>

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3) Circle Back....

After you have written, read and perhaps even done some additional research on racial justice, create a piece that expresses parts of racial justice that resonate most with you. You could make a collage, a painting, vision board, poem, dance, video.....anything that is shared from your voice. This is something that you can use to synthesize your thinking, and to take the ideas and make them into things. You will refer to this piece of racial justice expression later so keep it safe. Take a photo of the finished product and email it to: [insert ready and relevant email]



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Take Action Racial Justice

How can you use a holistic approach to taking action?

Part One: Holistic Approach: Personal

Understanding the connections within each individual's physical body and their mind, and exploring relationships outside the body to the systems that are affected by and impact racial justice are necessary in order to stand up and take action.



Mouth: Have hard conversations around racism with family and friends.



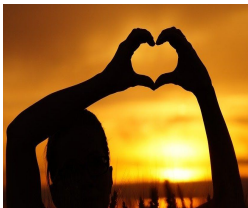
Ears: Listen and learn, education equals new and improved perspective.



Hands: Write letters to local organizations, sign petitions, write poetry.



Feet: Stand up for what you believe, march for others.



Heart: Love yourself, show love, support and patience for others.

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Take Action

Racial Justice

What are you ready to do to promote racial justice in your life? Your community? What will your role in the movement be?

Part Two: Holistic Approach: Community

How you decide to take action, will depend upon where you are in our journey. As you work toward realizing and expressing your authentic self, know that it's okay to be right where you are at this moment in time. Taking action doesn't have to mean changing the world overnight. It means taking one step towards the bigger goal. In the words of Lao Tzu, *"The journey of a thousand miles begins with one step. Start at the bottom and work your way up."*

- ❑ **You are living and expressing yourself authentically.** Show the world what YOU think needs to be done in order for us to see racial justice for all. Refer to the exercise in 2. Make art, perform a song, read books to younger children. *Ex. Story Arts of Minnesota, Northeast Minneapolis Arts District*
- ❑ **You have a solid self esteem and are confident.** Attend protests, volunteer at local organizations, write letters to local politicians. *Ex. Take Action MN, Black Lives Matter*
- ❑ **You have people with whom you feel you belong.** Have hard conversations about race. Allow people to share feelings and stories without judgement. Create a safe space for conversation. Use "I" and speak only from personal experience.
- ❑ **You feel safe and secure.** Learn about a local organization that works towards racial equality and uplifting Black voices in your community. *Ex. Voices for Racial Justice, Minnesota Voice, Black Visions Collective*
- ❑ **Your physiological needs are being met.** Watch a movie or show that explains an event in our world that deals with racial justice. *Ex. 13th, Selma, (Ava DuVernay) or The Hate U Give, 16 Shots, Just Mercy*



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Resources and Fact Sheets

Racial Justice:

[Racial Equity Tools for Healing](#)

[MN Racial Equity Resources](#)

[MN Alliance Resources for Racial Justice and Community Healing](#)

[Young Women's Initiative](#)

- 1) *In 2017, the Young Women's Initiative of Minnesota published a Blueprint for Action to create and advance opportunities for and with young women in Minnesota. The Blueprint's 20 recommendations map a pathway forward to achieve equity in opportunities and ensure that all young women can thrive.*

- 2) *Grant Opportunity: Designed to be as participatory and inclusive as possible, two core committees help drive the Blueprint forward: **Young Women's Cabinet and Young Women's Initiative Council**. Through the **WFMN Innovators** program, the Women's Foundation provides one-time microgrants of \$2,500 directly to young women (ages 16-24) to support their leadership and to drive their ideas and solutions that advance recommendations in the **Blueprint for Action**. Young Women's Initiative of Minnesota grants support front-line organizations working in the intersecting areas of economic opportunity, safety, and leadership with and on behalf of young women and girls to advance Blueprint for Action recommendations.*

Mental health:

[Black Mental Health Resources](#)

[NAMIMN](#)

[Black Mental Health](#)

Black Women Resources:

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[Black Women's Health Alliance](#)

[Give Me The Mike](#)

[Black Women's Blueprint](#)

[Tubman](#)

Hmong Women:

[Sexual Violence Center Hmong](#)

[Hmong American Partnership](#)

Latino Resources:

[Casa De Esperanza](#)

[Oportunidad](#)

Native American

[MIWRC](#)

[MIWRC resources](#)

[Minnesota Indian Women's Sexual Assault Coalition](#)

Somali Resources:

[Afrikonnections](#)

[Somali Multi Services](#)

Business:

[Women Venture](#)

Black Owned Businesses in MPLS:

[Black Owned Businesses in the Twin Cities](#)

Education:

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[Adult Basic Education](#)

[Mpls GED test information](#)

[Best GED classes in MN](#)

[Summit Academy](#)

Community Voices/Inspirational Stories:

[Green Card Voices](#)

[Black MN Voices](#)

[Black Visions MN](#)

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Voices From The Community

Learn from local people who are established in the field.

I like Erika's idea about a podcast for these am looking into this
[add personal interviews from peoplespecialists in the area]

Nekima(emailed through website and FB messenger)

Leslie Redmond

Jeremiah Ellison (emailed)