Building a Culture of Racial Repair

**REDRESS**
Acts of restitution, financial compensation, and rehabilitation; proactive steps taken to embed racial justice into systems and “heal the wound”

*Success looks like:* financial compensation deployed, ownership redistributed, rehabilitation

**RECKONING**
Learning and deeply understanding the what, how, and why of actions and systems that have contributed to harm

*Success looks like:* curriculum change, public conversation, narrative campaigns, research to unearth injustice, experiences at museums and historical sites

**ACCOUNTABILITY**
Ownership and willingness to take responsibility for harm; commitment to non-repetition

*Success looks like:* financial resources committed, professional development and institutional capacity building, inclusive and democratic governance processes, systems and policy change

**ACKNOWLEDGMENT**
Admission that harm was caused. Naming and voicing understanding of harm

*Success looks like:* institutional acknowledgment of harm, public apologies, monuments and memorials

**ACHIEVING REPARATIONS**
A federal program designed to narrow the Black–white wealth gap and engage in the pillars of building and sustaining a culture of repair

**A BETTER FUTURE**
A country where institutions tell the truth about our history, there is no racial wealth gap, the federal government apologizes and sets the country on a new path forward, and our society learns to live into a culture of racial repair

Source: The Bridgespan Group; adapted from Liberation Ventures “Why Reparations”