Building a Culture of Racial Repair

**CORE COMPONENTS OF REPAIR**

- **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

- **ACKNOWLEDGMENT**
  - Admission that harm was caused; naming and voicing understanding of harm
  - Success looks like: institutional acknowledgment of harm, public apologies, monuments and memorials

- **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

- **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

**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”