

# 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

**Moving between components takes energy and momentum and happens at the individual, institutional, and societal levels.**

## 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

## 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

**All people, across race, must move through this cycle in relationship with each other. We all have a shared stake in repair.**

## 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