

Putting Racism on the Table

~Expanding the Table for Racial Equity~

The 2018 Series

Discussion Guide

We encourage you to watch the videos in the *Putting Racism on the Table: Expanding the Table for Racial Equity* series with your colleagues and to then use these discussion questions to facilitate conversation and action. While this discussion guide was developed for the philanthropic community, please adapt it for use with your community/sector.



Topic: The Role of Government in Advancing Racial Equity

Speakers: Julie Nelson, Race Forward & the Government Alliance on Race and Equity, and **Karla Bruce**, Fairfax County Government

- 1) What are the most pressing racial equity issues in your field of work? What role do you see government playing – positively or negatively – in those issues?
- 2) Julie Nelson and Karla Bruce discuss how normalizing conversations about race are the first step in addressing racial equity. What do you think are the benefits of normalizing conversations about race within government? What are the risks? What are the benefits and risks of normalizing conversations about race within your own institution?
- 3) Reflecting on your own institution's work, what kinds of budgetary or policy decisions have you had to make that might have had a disparate impact on your constituents? Take one of those decisions and walk through how you might apply a racial equity tool to the decision-making process.
- 4) Both Julie and Karla discuss the importance of community organizing in pushing government forward on racial equity. How do you see your own institution's role in engaging with or advocating for government to take action on racial equity?
- 5) What kind of support do you think is needed to build community capacity and leadership to hold government accountable on racial equity?

Video & viewing guide available at www.puttingracismonthetable.org.