

The foundation's commitment to health equity is rooted in the belief that communities will never truly be as healthy as possible unless all residents have equitable opportunities for good health and well-being. Both our nation and this region will continue to see health inequalities if the structures that advantage some while disadvantaging others are not addressed. The connection to racism and health outcomes has been established through these structural inequalities (see brief for more detail). To continue the work to advance health equity in the region, below are specific resources to have conversations about racism.

Preparing for Conversations about Racism:

Celeste Headlee, a Communication and Human Nature Expert, Award-winning journalist, and Author, shares the ingredients of a great conversation. Headlee both in her TEDx and article below, explain how Americans have stopped listening to those that are not like us and that improving our communication skills can be a helpful place to start.

- TEDx 10 Ways to Have a Better Conversation:
https://www.ted.com/talks/celeste_headlee_10_ways_to_have_a_better_conversation
- How a great conversation is like a game of catch:
https://ideas.ted.com/how-a-great-conversation-is-like-a-game-of-catch/?utm_content=buffer469ba&utm_medium=social&utm_source=twitter.com&utm_campaign=buffer

Guides for an Internal Conversation:

The People's Supper is a national grassroots organization that uses "shared meals to build trust and connection among people of different identities and perspectives." The People's Supper started as a campaign to host 100 suppers in 100 days after the 2016 election. Due to its popularity and demand, the People's Supper has gone on to host over 1,500 suppers in over 120 cities since 2017. Including a supper at the Obama Foundation Summit in 2017 where President and Mrs. Obama each facilitated a People's Supper at their respective tables. The People's Supper hosts [conferences and events](#), provides [design and strategy development](#), and [coaching and advising opportunities](#). The People's Supper Guidebooks are also readily available online with discussion questions, facilitation tools, additional tips to navigating impactful conversations.

- "Change moves at the speed of trust": [A Story-Sharing & Listening Guidebook for Virtual Gatherings](#)

Stephanie Creary, Assistant Professor of Management and Knowledge at The Wharton Business School, created a RACE framework to address internal racism in a safe, non-bias way. Creary's framework is designed for middle managers who would like to begin talking about race in the workplace by reducing anxiety and calling on internal and external allies for help.

- How to Start a Conversation about Race in the Workplace:
<https://www.weforum.org/agenda/2020/06/talking-race-workplace-environment-manager/>

The Ford Foundation's Effective Communities Project of Minneapolis gathered case studies to help move philanthropy closer to racial equality and social justice. The Effective Communities Project focuses on strengthening the effectiveness of nonprofits, foundations, and the communities they support by focusing on Effective Philanthropy, Nonprofit Management, Community Development, and Program Evaluation.

- Moving Past The Silence - A Tool For Negotiating Reflective Conversations About Race:
<https://www.racialequitytools.org/resourcefiles/stephens1.pdf>

Moving Beyond Conversation:

Conversations about racism can be just the start. Courageous Conversations and the People's Institute Survival are two agencies that focus on working with individuals and companies to address racism and racial disparities.

- Courageous Conversation: <https://courageousconversation.com/>
- People's Institute for Survival: <https://www.pisab.org/>

The Harvard Business Review published 10 commitments companies can take and why these commitments will close the gaps in racial disparities. While all 10 may not be a feasible option for all, here are possible steps for moving beyond a statement on racism.

- The 10 Commitments Companies Must Make to Advance Racial Justice by Mark R. Kramer:
<https://hbr.org/2020/06/the-10-commitments-companies-must-make-to-advance-racial-justice>