

Possible Next Steps for Richmonders...

The following organizations each provide ways for you to continue deepening your anti-racism awareness and developing your intercultural competence with the goals of dismantling white supremacy and eliminating racism.

SURJ RVA

SURJ stands for Showing Up for Racial Justice, and it's a nation-wide networking of groups to organize white people for racial justice through community organizing.

SURJ provides monthly education and "action" oriented meetings to educate attendees on issues surrounding racial justice work in the Richmond area.

SURJ offers events such as "anti-racist story time" and "difficult conversation practice" to assist people's understanding of and ability to speak to issues of racial justice with their family, friends and those around them.

SURJ partners with organizations working for social justice led and coordinated by people of color. They work as an amplifier for events to help mobilize support for those issues and concerns brought to us by people of color in our communities.

SURJ works closely with local, regional, and national groups that are lead by People of Color. It's intended to support and work along-side, not to lead. A more in-depth explanation can be found at <http://www.showingupforracialjustice.org/about>.

UU Allies for Racial Equity

Allies for Racial Equity is a UU organization Building an anti-racist movement among white Unitarian Universalists in ways that are accountable to communities of color. It's mission is to

- Confront racism in ways that are accountable to communities of color.
- Understand whiteness and privilege.
- Unlearn and challenge white supremacy

Visit [Allies for Racial Equity](#) for more information.

Coming to the Table

CTTT-RVA was established as a local group on Tuesday June 16, 2015 to serve Metropolitan Richmond and the surrounding areas. There were eight in attendance and the discussion included stories of how racism had affected each person. The stories were powerful, magnifying the need for a chapter in the city that was once the Capital of the

Confederacy. Meetings are typically held on the third Tuesday of each month, and usually hosted at the home of someone in the group. At each meeting, the [Touchstones](#) for healing conversations and the CTTT [Vision and Mission](#) are read to promote honest, constructive and comfortable conversation. In

August 2015 Richmond was the host city for the Mid-Atlantic CTTT gathering. Later that December, CTTT-RVA celebrated community by partnering with [Embrace Richmond](#) and other organizations for a

prayer walk through Northside, potluck dinner and presentation by Anna Edwards from the [Sacred Ground Historical Reclamation Project](#).



Subsequent group outings have included a luncheon and daytime History Tours of the Civil War Museum, Tredegar Museum, The Library of Virginia, Shockoe Bottom and the Elegba Folklore Society. By January our mailing list had grown to over 200 with 49 actively interested and over 30 regularly attending. A shared vision is that additional CTTT gathering groups will form across the city— some meeting on weekends, some at lunch or at breakfast. As one enthusiastic participant shared— “I wish we could become sort of like AA with lots of gathering group I can find a group to attend— even everyday if need be.” The Richmond Gatherings are co-convened by Danita Green, Martha Rollins and Joshua Stepney. For more information, please contact us at 877-540-2888 or connect with us via [Facebook](#).

RISC at First UU

RISC stands for Richmonders Involved to Strengthen our Communities and is an organization made up of many religious congregations that represent the diversity (faith, racial, socio-economic) of the central Virginia region. RISC believes that power to make change comes in two forms: Organized People and Organized Money/Political power. So RISC builds a coalition of congregations that can bring larger numbers of organized people to address injustice, and to address the structural problems in our society that cause poverty, joblessness, homelessness, poor education – to name a few.

RISC examines the root causes of the problems and then addresses the systemic reasons that perpetuate poverty, joblessness, homelessness, poor education, etc in our communities. RISC uses

direct action to hold our regions leadership accountable for fair and just practices. RISC changes the way things work! Some of our successes:

School Suspensions- In 2010 RISC got Richmond City Schools to stop suspending student to home detention and instead implemented an intervention program where parents, teachers and administrators meet to come up with more effective school policies.

Healthcare- In 2011 VCU Health Systems agreed to move thousands of uninsured (at last count 30,000 individuals), who were being seen in the emergency room, to primary care clinics.

Affordable Housing- In 2015 the city of Richmond funded an Affordable Housing Trust fund that generated over \$20million in affordable housing project – which included 272 family dwellings for those making \$40,000 or less.

Current Efforts:

Education- Reading to Grade Level. Henrico County has almost 8000 K-8 grade students not reading at grade level by their own data. RISC is working to get them to evaluate a proven curriculum (Direct Education) by implementing it in five of their most distressed schools.

Healthcare and Job Training- Only 10% of families in our most distressed communities have someone with a full-time job! RISC has developed a pipeline that includes ways to provide entry level training (requiring less than a year for certification) for those families – and both HCA and VCU Health Systems have agreed to hire people coming through that pipeline. While still a work in progress major agreements have already been made.

Mental Health Care – New RISC initiative. Be involved in the research and planning of this exciting new Endeavour!

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The Living Legacy Pilgrimage

The Living Legacy Pilgrimage is a journey to meet the people, hear the stories, and visit the sites that changed the world in the Civil Rights Movement. This eight-day experience starts in either Birmingham, Alabama, where the 1963 bombing at the 16th Street Baptist Church killed four little girls, Denise McNair, Addie Mae Collins, Carole Robertson, and Cynthia Wesley or Memphis Tennessee, where the Rev. Dr. Martin Luther King, Jr., was assassinated and is now home to the National Civil Rights Museum.

The Pilgrimage is much more than a civil rights history tour. In addition to visiting historic sites, we meet veterans, many of them unsung heroes and foot soldiers of the civil rights movement. Additionally, we spend time exploring what today's racism, white privilege, and barriers to equality look like in the Southern towns we visit -- and in our own hometowns. As a spiritual pilgrimage, we reflect on what we experience together so when we each return home we can apply what we have learned to make a difference in today's world.

The Richmond Pledge to End Racism

Civil rights movement veterans and talented musicians help us engage the stories and music of the Movement. Songwriter and music educator, [Reggie Harris](#), whose repertoire includes music of the Freedom Movement, is part of the Living Legacy Pilgrimage staff. Reggie's music and storytelling deepens our journey and offers the opportunity for each of us to engage in Beloved Community by joining our voices in song.

Endorsed by the [Unitarian Universalist Association](#), and open to people of all faiths, agnostics, and atheists.

Visit [Living Legacy Pilgrimage](#) for information about upcoming Pilgrimages. Contact us at livinglegacypilgrimage@gmail.com with questions.