When the Institute Anti-Racism Transformation Team (IARTT) began offering Workshops on Racism, a frequently asked question was “What can we do after the workshop?” In response to that appeal, the IARTT has prepared a booklet of practical ideas for addressing racism within us, our Institute, our ministries and society.

Some of these ideas are simple and easy to implement and others are more challenging. All are just suggestions. You may have other ideas that you would like to implement. Please let us know these additional ideas so we can share them with others. Send them to g.scarpino@verizon.net.

We have grouped these ideas by categories we call MERCY. The only other thing you need to know before you begin is that the Critical Concerns of the Sisters of Mercy of the Americas are: Earth, Immigration, Non Violence, Racism and Women.

**M** Ministry

**E** Engagement

**R** Residence

**C** Community

**Y** Yourself

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**Easy Options:**

- Read the book *White Like Me* by Tim Wise.
- Read the book *Hope Sings, So Beautiful* by Christopher Pramuk.
- Watch the movie *Twelve Years a Slave*. Or read a commentary on it.
- Browse the internet sites *Native Country Today* or *National Museum of the American Indian*.
- Watch the PBS Series *We Shall Remain*.
- Watch the video *The Danger of a Single Story* on the Internet.
- Watch for TV shows/commercials that portray non-whites in a negative way.
- Speak up when you hear racial or ethnic slurs. Let people know that bias speech is always unacceptable.

**Challenging Options:**

- Contact one of our sisters in CCASA, Jamaica, Guam or the Philippines and after you get to know each other, ask her for recipes of her favorite foods, her family history, or a justice issue in their country.
- Attend a play or musical/dance performance by artists whose race or ethnicity is different from your own. Read reviews about it.
- Take a Civil Rights history vacation and journal your experience.
- Join an interracial/interethnic organization that focuses on building bridges between races or ethnic groups.
- Take a conversation course in another language.
Ideas for Your Community

Easy Options:

- Encourage the sisters/associates/community to frequent business owned by persons of color.
- Invite staff to sign a Declaration of Tolerance Pledge. Available online at: www.tolerance.org_tools/declaration.html
- Leadership shares with membership the charities it contributes to that serve a majority of African Americans or other people of color.

Challenging Options:

- Leadership shares with membership what its hiring policies are regarding persons of color.
- Implement community-wide any of the other options in this booklet.
- Research objections to the use of “Redskins” as the mascot for the Washington Football Team and formulate a Community position on the use of this name. Send the position to the owner of the Washington Football Team.

Ideas for Your Ministry

Easy Options:

- Make multicultural books and films available for the staff with time for discussion.
- Purchase goods and services from minority owned businesses.
- Donate the money spent on Christmas/birthday gifts for one another to an organization working to promote interracial/interethnic harmony.
- Include multicultural news in your publications.
- Cast a wide net when recruiting employees.
- Encourage teachers to use student projects from www.tolerance.org.
- Google “teaching racism lesson plans” as a resource for teaching students about persons of color and their contributions to society.

Challenging Options:

- Host a multicultural event sponsored by your ministry.
- Sponsor a mural about the composition and heritage of your school community.
- Arrange a “box-lunch forum” on topics of diverse cultural and social interests.
- Hold a ministry-wide yard sale and use the proceeds to support a diversity project in the local community.
- Invite staff to sign a Declaration of Tolerance Pledge. Available online at: www.tolerance.org_tools/declaration.html
- Attend a performance by artists/actors who are persons of color (African Americans, Hispanics, Asians, etc) and share you experience with your students.

Share with sisters/associates the publication *Ten Ways to Fight Hate* and develop a strategy for the community to implement one or more of these options.

Sponsor an event that promotes diversity and honors people of color.

Collect the oral histories of employees who are persons of color. Share with the community during Black History Month and/or Hispanic History Month (September 15 – October 15).

Celebrate as a community the special holidays of different races and ethnic groups.

Research objections to the use of “Redskins” as the mascot for the Washington Football Team and formulate a Community position on the use of this name. Send the position to the owner of the Washington Football Team.
Select a Critical Concern of interest to you. Use the web to identify which racial or ethnic groups are particularly involved in this issue. (e.g. Native Americans and the Environment).

- Find stories about violence against racial or ethnic groups.
- Identify racial and/or ethnic groups in your geographic area that are involved in immigration issues.
- Find advertisements that denigrate women of different races or ethnicity.
- Identify groups in your geographic area that are committed to educating society about racism.

Attend a prayer service for a non-white youth that was murdered.

- Write a letter of condolence to a non-white family who has lost a member to violence.
- Write a letter of protest to a company whose advertisements denigrate women of different races or ethnicity.
- Join a multiracial/multiethnic group that is involved in immigration issues.
- Learn what the land and sovereignty issues are for Native Americans.

Do one of the Challenging Options listed under “Ideas for Yourself” but do it as a group and discuss your experiences.

- Join a multiracial/multiethnic group that is involved in immigration issues.
- Learn what the land and sovereignty issues are for Native Americans.
- Invite someone of a different background to join your group for a meal or holiday.
- Assess the cultural diversity reflected in your residence’s artwork, music and literature.
- Add something new.

During the summer see if there is a Pow Wow close to you and go as a group.

- Identify African American or Hispanic Groups that work for protection of the Environment.
- Join a multiracial/multiethnic group that is involved in immigration issues.
- Learn what the land and sovereignty issues are for Native Americans.
- Assess the cultural diversity reflected in your residence’s artwork, music and literature.
- Add something new.

Frequent minority owned businesses.

- Donate the money spent on Christmas/birthday gifts for one another to an organization working to promote interracial/interethnic harmony.
- Identify environmental issues in one of our countries in the Institute. See what our sisters there are doing about it.