

# Days of Dialogue

## TOOLBOX





## HISTORY

In 1995, Los Angeles' deeply divided reaction to the verdict in the O.J. Simpson trial underscored how far apart the diverse communities of Los Angeles and the nation stand on some basic issues. As a result, then-Los Angeles City Councilman Mark Ridley-Thomas called a meeting with 20 civic leaders and community activists to defuse escalating tensions. Out of this was born an innovative nonpartisan initiative, Los Angeles' first citywide discussion—A Day of Dialogue. Since then, thousands of people, both locally and nationally, have participated in Days of Dialogue programs; from political Town Hall forums in large civic auditoriums, to small group meetings in neighborhood libraries, houses of worship, and fire stations.

Since then, Dialogues was created to address the critical issues facing our communities. Avis Ridley-Thomas, Executive Director and Creator of INVLA & Days of Dialogue is called upon by community leaders every time there is a dispute in our community that needs to be resolved.

We have conducted over 200 dialogues with 20,000 community participants, with the help of 992 volunteer mediators.

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# WHAT IS A DIALOGUE?

A dialogue is a form of communication where two or more individuals engage in a conversation, exchanging thoughts, ideas, information, or emotions. It serves as a fundamental tool for human interaction, facilitating the exchange of perspectives, fostering understanding, and building relationships.





# Facilitators

- Makes the opinions of participants the primary focus of the discussion.
- Helps the group set its ground rules and keep to them.
- Helps group members grapple with the content by asking probing questions.
- Helps group members identify areas of agreement and disagreement.
- Brings in points of view that haven't been talked about.
- Creates opportunities for everyone to participate.
- Focuses and helps to clarify the discussion.
- Summarizes key points in the discussion and asks others to do so.
- Practices neutrality.
- Encourages and affirms each person.
- Is aware of “unconscious” behaviors.
- Resists the temptation to step out of the role of facilitator.



# Participants

- Listens carefully to others. “Take your turn and pass it on.” Gives others a chance to speak. It is important for everyone to be heard.
- Helps keep the discussion on topic.
- Addresses remarks primarily to the group and not exclusively to the facilitator.
- Takes an active part in the discussion.
- Engages in friendly disagreement.
- Respects the position of those with whom you disagree.
- Strives to understand other’s points of view.
- Keeps an open mind.



# Discussion Guidelines

- Listen carefully and with respect.
  - Each person gets a chance to talk.
  - One person talks at a time.
  - Don't cut people off.
  - Speak for yourself, not as the representative of any group. Remember that others are speaking for themselves, too.
  - If something someone says hurts or bothers you, say so, and say why.
  - It's okay to disagree, but be sure to show respect for one another.
  - Help the facilitator keep things on track.
- 
- Some of the things we will say in the study circle will be private (personal). We will not tell these stories to other people, unless we all agree that it is okay.
  - If you know of relevant online references, please include them in your postings; be sure to provide the complete Web site address (URL) and explain why the material is valuable.
  - Do not use this forum to sell your products and services.





# Ground Rules

- Listen carefully and with respect.
- Each person gets a chance to talk.
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# HOW TO GET STARTED



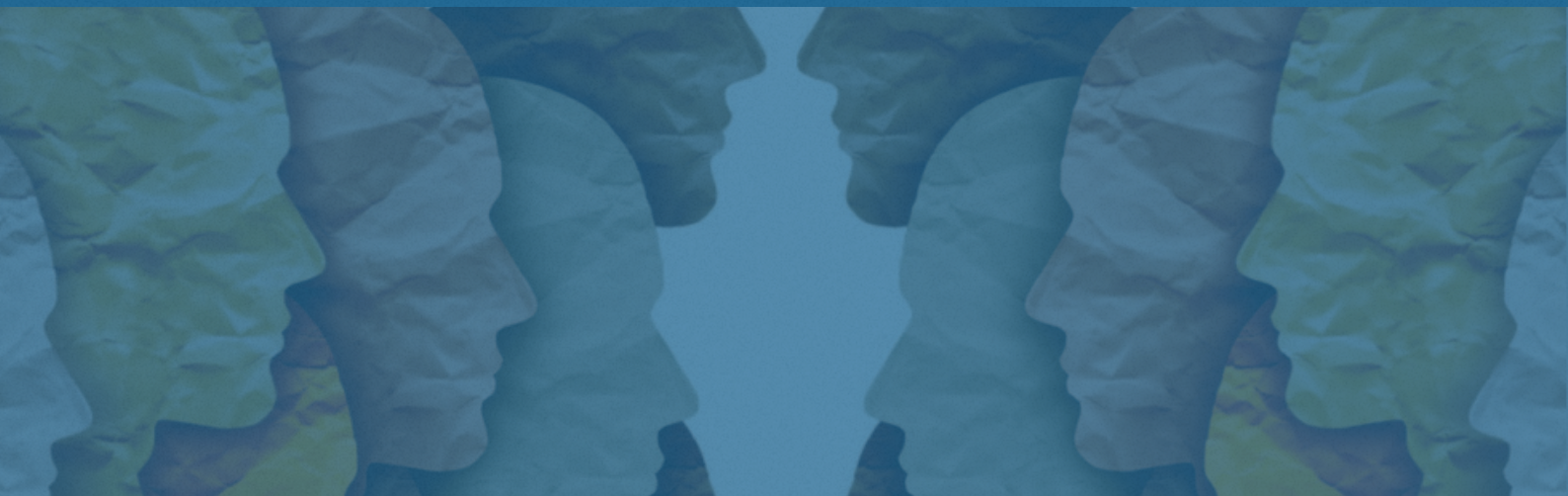
Reach out to us to host a dialogue:  
[info@kidsmanagingconflict.org](mailto:info@kidsmanagingconflict.org)

# BRAND KIT

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# Resources

## BIGOTRY & RACISM

[Unpopular Opinion: Our Latino Families Are Pretty Racist, Josephine DeBono, Contributing Writer](#)

[There Is Anti-Black Racism And Colorism In The Latino Community. Professor Tanya K. Hernández Is Bold Enough To Talk About It](#)

[The Latinos of Asia, How Filipino Americans Break the Rules of Race, Anthony Christian Ocampo](#)

[Anti-Latino Racism, the Racial State, and Revising Approaches to “Racial Disparities”](#)

[Key Data on Health and Health Care by Race and Ethnicity](#)

[The mental health impact of anti-Asian racism](#)

[Racism as Public Health Crisis: Assessment and Review of Municipal Declarations and Resolutions Across the United States](#)

[\*\*Government’s Equity Imperative\*\*](#)

[Gender, Race, and Diversity Values Among Local Government Leaders](#)

[The path toward systemic change](#)

[Structural interventions that affect racial inequities and their impact on population health outcomes: a systematic review](#)

# Resources

## GUN VIOLENCE

### [Everytown for Gun Safety](#)

gun violence prevention organization that provides evidence-based solutions

### [Healing Dialogue and Action](#)

Seek to create systems that address the causes of violence in our communities

### [Moms Demand Action For Gun Sense in America -](#)

Moms Demand Action is a grassroots movement of Americans fighting for public safety measures that can protect people from gun violence

### [The Coalition to Stop Gun Violence](#)

The nation's oldest gun violence prevention organization. Operates through policy development, advocacy, community engagement, and effective training

### [Campaign Zero](#)

This organization seeks to implement police accountability, limiting police intervention, and improving community interactions

### [California Conference For Equality and Justice](#)

This link provides resources on racial justice resources. Books, media articles, and other materials are provided as a guide for people to engage in dialogue.

### [LA Intervention Coalition](#)

The Los Angeles Violence Intervention Coalition is comprised of sixteen frontline violence intervention organizations and advocacy groups focused on ending the gun homicide epidemic in Los Angeles.

### [Southern California Ceasefire Committee](#)

The Southern California Cease Fire Committee is a collaboration of many organizations. Our main objective is to stop all violence including, gang violence, domestic violence, racial violence, and random violence.

### [Pew Research Study](#)

# Resources

## OTHER RESOURCES

[Community Policing Unification Program](#)  
(formerly the Biased Policing Complaint Mediation Program)  
[Dispute Resolution Program, Office of the LA City Attorney](#) 213-978-1880

[Alliance for Gun Responsibility](#)

1.800.273.TALK (8255) [National Suicide Prevention Lifeline](#)

1.800.799.7233 [The National Domestic Violence Hotline](#)

[Alliance for Gun Responsibility](#)

[Brady United.org](#)

[Center for Disease Control and Prevention](#)

[The Coalition to Stop Gun Violence](#)

[Disarming Domestic Abusers](#)

[The Educational Fund to Stop Gun Violence](#)

[Everytown for Gun Safety](#)

[March for Our Lives](#)

[The Giffords Law Center to Prevent Gun Violence](#)

[NRA Policies](#)

[Women Against Gun Violence](#)

# A Place to Start RESEARCH & STATISTICS - GUN VIOLENCE

• Data show that nine out of ten calls for service (to police) are for non-violent encounters. Now, this does not mean that an incident will not turn violent, but police at times contribute to the escalation of violent force. Police officers' skillsets and training are often out of sync with the social interactions that they have. Police officers are mostly trained in use-of-force tactics and worst-case scenarios to reduce potential threats. However, most of their interactions with civilians start with a conversation.

<https://www.brookings.edu/blog/fixgov/2020/06/19/what-does-defund-the-police-mean-and-does-it-have-merit/>

• In the United States, suicides outnumber homicides almost two to one. Perhaps the real tragedy behind suicide deaths—about 30,000 a year, one for every 45 attempts—is that so many could be prevented. Research shows that whether attempters live or die depends in large part on the ready availability of highly lethal means, especially firearms.

<https://www.hsph.harvard.edu/news/magazine/guns-and-suicide/>

• Gun violence alone reduces the life expectancy of Black Americans by four years. And yet, the U.S. largely ignores the external, systemic factors driving inequality and violence in Black neighborhoods.

• Black Americans are twice as likely as White Americans to die from gun violence and fourteen times more likely than White Americans to be wounded. A documented 4,084 Black people were lynched in 73 years; 93,262 were shot dead in 14. Like lynching, gun violence is a racial justice issue.

• Black-led community-based groups have worked relentlessly to develop community-based solutions that successfully reduce gun violence. As an organization dedicated to the prevention of gun violence and the saving of lives, Brady is committed to doing our part to champion

and bolster these grassroots efforts with upstream, systemic change.

<https://www.bradyunited.org/issue/gun-violence-is-a-racial-justice-issue>

• Each day on average, 30 Black Americans are killed by guns and more than 110 experience non-fatal injuries. At least every other day, a Black person is shot and killed by police. These trends worsen in large cities, where Black Americans make up 68 percent of homicide victims. Gun violence further clusters in specific social networks and neighborhood sub-sections.

• For decades, residents have come together to ensure public safety within their communities through street outreach, hospital-based violence intervention programs, and more. But lawmakers need to do their part. They must prioritize community- and evidence-based solutions to gun violence, assess their racial impacts, and develop systems to end and ensure accountability for police shootings.

• BY THE NUMBERS - Every three hours, a young Black male dies by gun homicide in the United States.

• Street outreach programs such as Cure Violence are associated with up to 37 percent reductions in gun injuries.

• Black people in America are nearly three times as likely to be shot and killed by the police than White Americans.

<https://everytownsupportfund.org/>

• Intimate Partner Violence has a tragic link to mass shootings and suicide. Access to a gun makes it five times more likely that the abusive partner will kill his female victim. *Campbell, J. C. et al. "Risk factors for femicide in abusive relationships: results from a multisite case control study". American Journal of Public Health. (2003). <https://doi.org/10.2105/ajph.93.7.1089>*

• Gun violence does not discriminate. It can, and does, impact every type of person in every corner of our country. But many communities are impacted at a disproportionate rate. For example:

1. Women in the US are 16 times more likely to be shot and killed than women in other developed nations.

2. Black Americans are 10 times more likely than White Americans to die by gun homicide.

3. Firearms are the second leading cause of death for American children and teens.

4. LGBTQ hate crimes are on the rise, with half of victims being killed by firearms.

5. A young Native American commits suicide with a gun every six days in the United States.

[Alliance for Gun Responsibility](#)

# A Place to Start RESEARCH & STATISTICS - GUN VIOLENCE

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## • 10 things we know about race and policing in the U.S. — *By Drew Desilver, Michael Lipka and Dalia Fahmy*




1. Majorities of both Black and White Americans say Black people are treated less fairly than Whites in dealing with the police and by the criminal justice system as a whole. In a 2019 Center survey, 84 percent of Black adults said that, in dealing with police, Blacks are generally treated less fairly than Whites; 63 percent of Whites said the same. Similarly, 87 percent of Blacks and 61 percent of Whites said the U.S. criminal justice system treats Black people less fairly.
2. Black adults are about five times as likely as Whites to say they've been unfairly stopped by police because of their race or ethnicity (44 percent vs. nine percent), according to the same survey. Black men are especially likely to say this: 59 percent say they've been unfairly stopped, versus 31 percent of Black women.
3. White Democrats and White Republicans have vastly different views of how Black people are treated by police and the wider justice system. Overwhelming majorities of White Democrats say Black people are treated less fairly than Whites by the police (88 percent) and the criminal justice system (86 percent), according to the 2019 poll. About four-in-ten White Republicans agree (43 percent and 39 percent, respectively).
4. Nearly two-thirds of Black adults (65 percent) say they've been in situations where people acted as if they were suspicious of them because of their race or ethnicity, while only a quarter of White adults say that's happened to them. Roughly a third of both Asian and Hispanic adults (34 percent and 37 percent respectively) say they've been in such situations, the 2019 survey found.
5. Black Americans are far less likely than Whites to give police high marks for the way they do their jobs. In a 2016 survey, only about a third of Black adults said that police in their community did an "excellent" or "good" job in using the right amount of force (33 percent, compared with 75 percent of Whites), treating racial and ethnic groups equally (35 percent vs. 75 percent), and holding officers accountable for misconduct (31 percent vs. 70 percent).
6. In the past, police officers and the general public have tended to view fatal encounters between Black people and police very differently. In a 2016 survey of nearly 8,000 policemen and women from departments with at least 100 officers, two-thirds said most such encounters are isolated incidents and not signs of broader problems between police and the Black community. In a companion survey of more than 4,500 U.S. adults, 60 percent of the public called such incidents signs of broader problems between police and Black people. But the views given by police themselves were sharply differentiated by race: A majority of Black officers (50 percent) said that such incidents were evidence of a broader problem, but only 27 percent of White officers and 26 percent of Hispanic officers said so.
7. Around two-thirds of police officers (68 percent) said in 2016 that the demonstrations over the deaths of Black people during encounters with law enforcement were motivated to a great extent by anti-police bias; only 10 percent said (in a separate question) that protesters were primarily motivated by a genuine desire to hold police accountable for their actions. Here as elsewhere, police officers' views differed by race: Only about a quarter of White officers (27 percent) but around six-in-ten of their Black colleagues (57 percent) said such protests were motivated at least to some extent by a genuine desire to hold police accountable.
8. White police officers and their Black colleagues have starkly different views on fundamental questions regarding the situation of Blacks in American society, the 2016 survey found. For example, nearly all White officers (92 percent) – but only 29 percent of their Black colleagues – said the U.S. had made the changes needed to assure equal rights for Blacks.
9. A majority of officers said in 2016 that relations between the police in their department and Black people in the community they serve were "excellent" (eight percent) or "good" (47 percent). However, far higher shares saw excellent or good community relations with Whites (91 percent), Asians (88 percent) and Hispanics (70 percent). About a quarter of police officers (26 percent) said relations between police and Black people in their community were "only fair," while nearly one-in-five (18 percent) said they were "poor" – with Black officers far more likely than others to say so. (These percentages are based on only those officers who offered a rating.)
10. An overwhelming majority of police officers (86 percent) said in 2016 that high-profile fatal encounters between Black people and police officers had made their jobs harder. Sizable majorities also said such incidents had made their colleagues more worried about safety (93 percent), heightened tensions between police and Blacks (75 percent), and left many officers reluctant to use force when appropriate (76 percent) or to question people who seemed suspicious (72 percent).

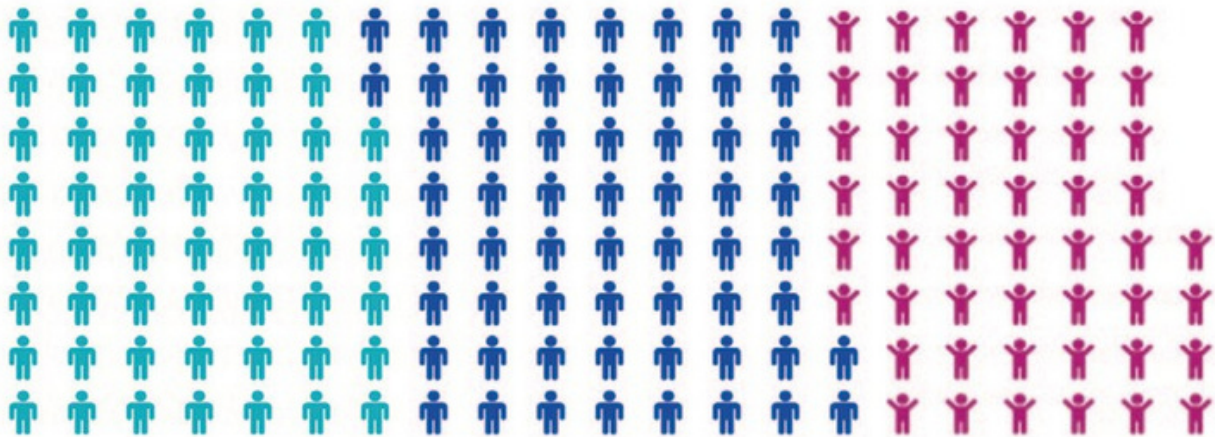
<https://www.pewresearch.org/fact-tank/2020/06/03/10-things-we-know-about-race-and-policing-in-the-u-s/>



## Study: 17M more Americans live in a home with a gun

Between Jan. 2019 and May 2021, 17M people — including 5M children — found themselves living in a home with a gun where there wasn't one before, according to a new survey.

 New gun owners  Adults newly in homes with guns  Children newly in homes with guns



 = 100,000 people

**THE  
TRACE**

Source: The 2021 National Firearms Survey

## IF THERE'S A SHOOTING, ARE YOU COVERED?

America's fastest growing insurance



On average, 200 people are killed by guns in the US every day. Although the violence is real, this insurance is not. It's a wake-up call to take action. Together, we can be Leader Than Guns and end gun violence.

*Act Now*  
LeaderThanGuns.org  
LEADER THAN GUNS

## ACCIDENTAL SHOOTING INSURANCE

America's premier coverage



In 2018, there were over 1,000 accidental shootings in the US. Although the violence is real, this insurance is not. It's a wake-up call to take action. Together, we can be Leader Than Guns and end gun violence.

*Act Now*  
LeaderThanGuns.org  
LEADER THAN GUNS

## MASS SHOOTING INSURANCE

America's signature coverage



In 2018, there were 340 mass shootings in the US. Although the violence is real, this insurance is not. It's a wake-up call to take action. Together, we can be Leader Than Guns and end gun violence.

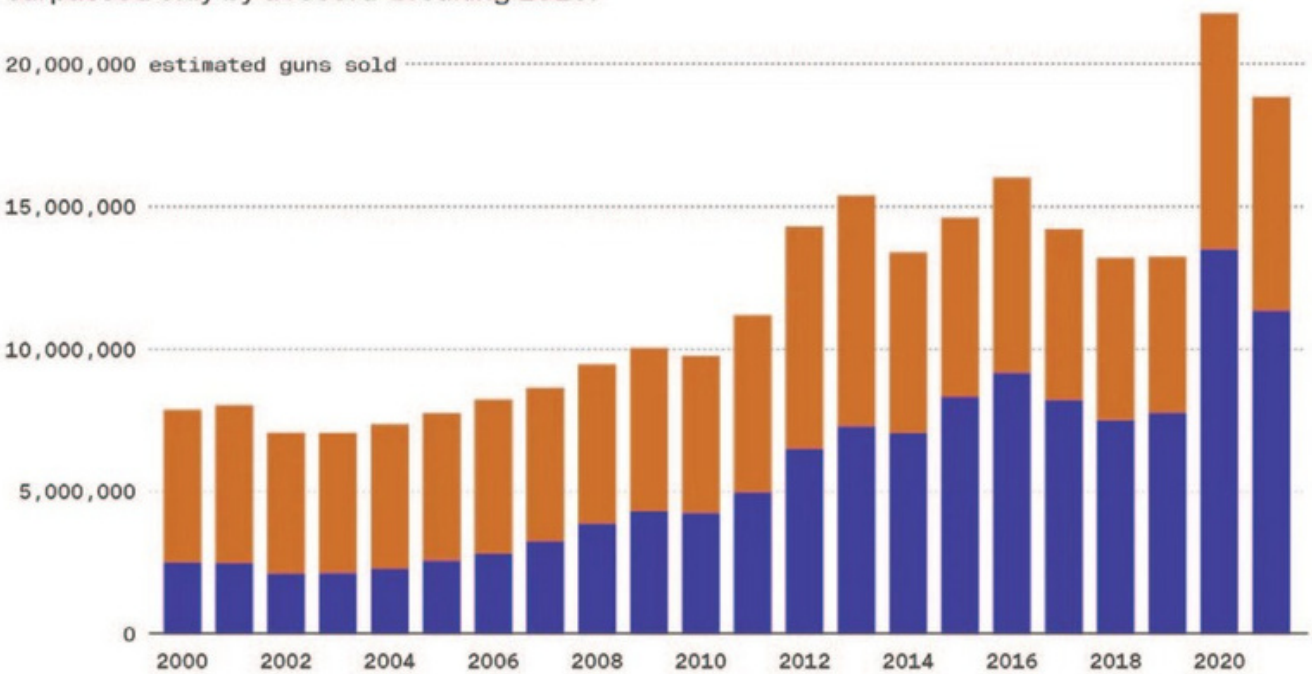
*Act Now*  
LeaderThanGuns.org  
LEADER THAN GUNS



## Yearly firearms sales estimates

Americans bought more than 18 million **handguns** and **long guns** in 2021, an annual total surpassed only by a record-breaking 2020.

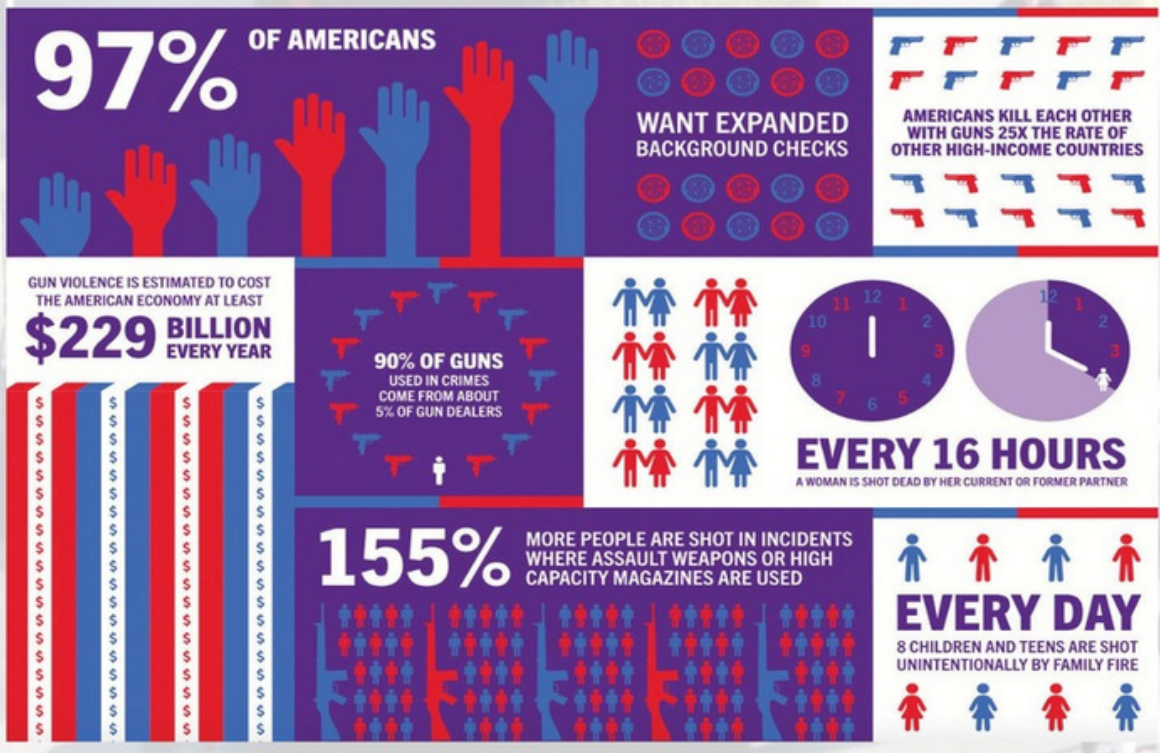
20,000,000 estimated guns sold



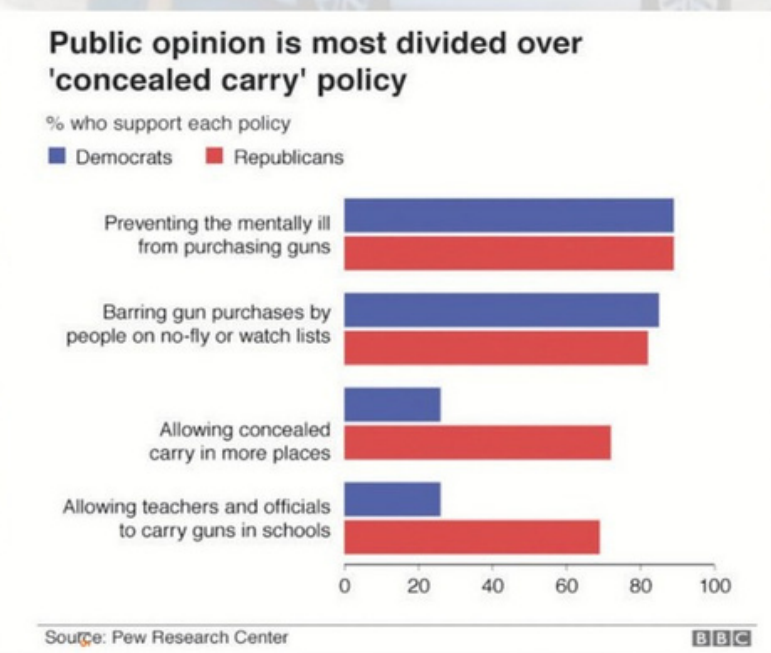
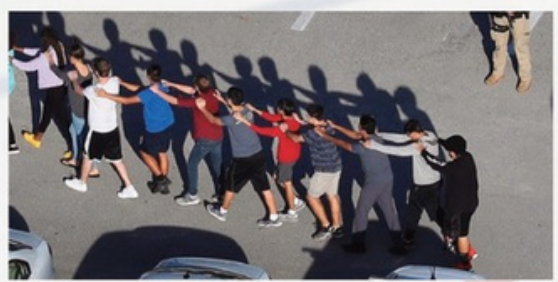
Annual gun sales estimates are based on data from the FBI's National Instant Background Check System.

THE TRACE

Source: Federal Bureau of Investigation

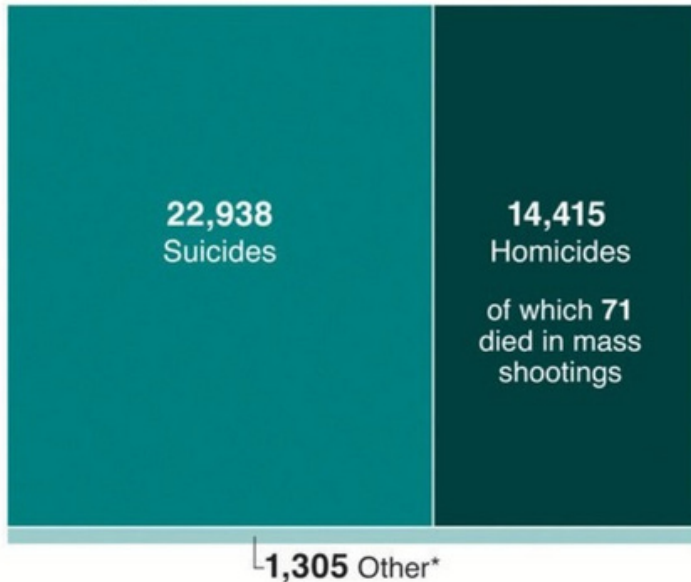


**FIREARM SUICIDE MAKES UP ...**



## Mass shootings account for a tiny proportion of all gun deaths

Of the total 38,658 who died in 2016 there were...



\*Other includes accidental deaths and war casualties

Source: CDC/Mother Jones. All figures 2016

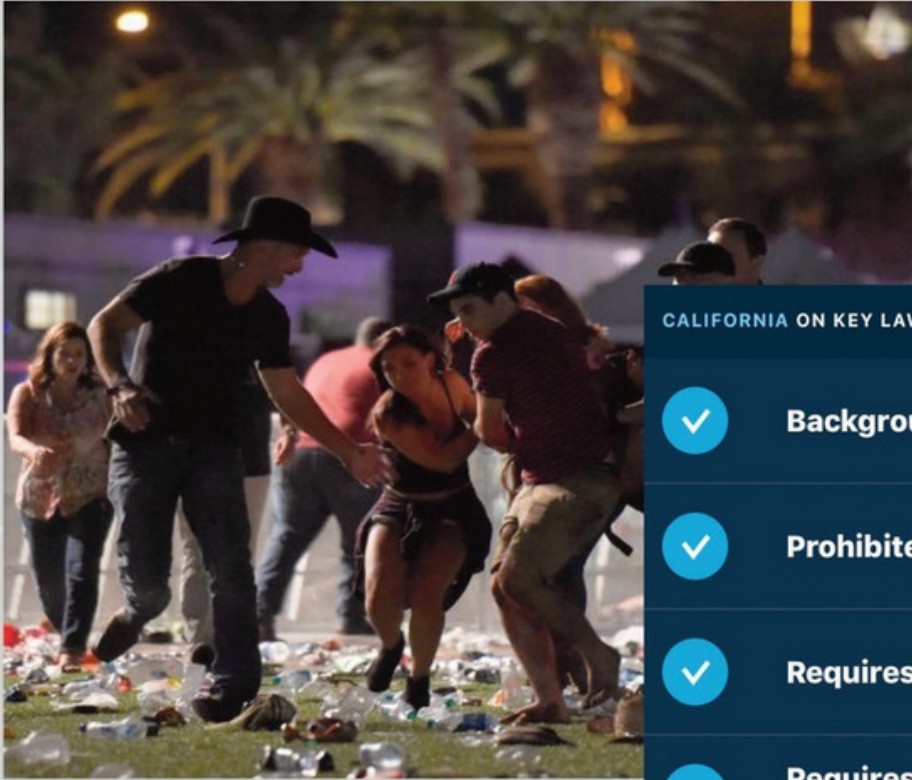
BBC



## 6 OF THE DEADLIEST US MASS SHOOTINGS IN MODERN HISTORY HAVE HAPPENED IN THE LAST 10 YEARS



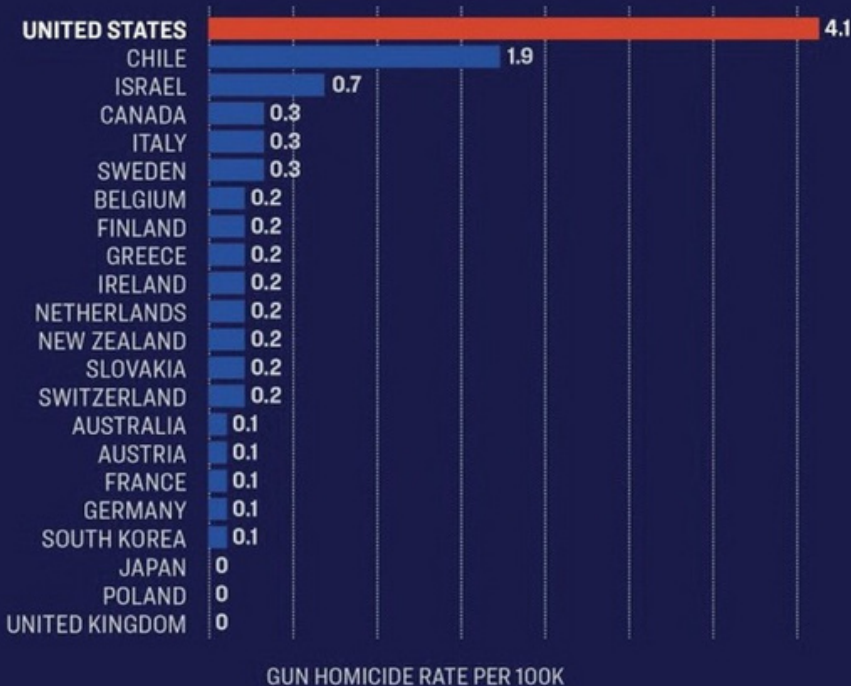
GIFFORDS



CALIFORNIA ON KEY LAWS

- ✓ **Background checks** required for all handgun sales
- ✓ **Prohibited domestic abusers** must turn in their guns
- ✓ **Requires a permit** to carry a concealed handgun in public
- ✓ **Requires hands-on safety training** to carry a concealed handgun in public.

## THE GUN HOMICIDE RATE IN AMERICA IS 25 TIMES HIGHER THAN PEER COUNTRIES



GUN HOMICIDE RATE PER 100K

**GIFFORDS**

# A Place to Start

## RESEARCH & STATISTICS - RACIAL INJUSTICE & HEALING

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### • RACIAL INJUSTICE AND RACIAL HEALING

Racial oppression has been deeply rooted in American culture for centuries. The consequences of racial oppression are seen in the social and health disparities in communities of color, such as poorer health status, high levels of stress, distress, toxic stress, higher rates of incarceration, higher contacts with law enforcement, poverty, poor educational outcomes, limited access to adequate and safe housing, higher rates of unemployment/under-employment, and the list goes on.

These disparities can impact the social-emotional well-being, and mental health of Black, Indigenous and People of Color (BIPOC) which can lead to the development of racial trauma that further contributes to these disparities. BIPOC individuals can internalize messages of racism and engage in racially-biased behaviors toward others.

Racial oppression can have an impact on people from the majority culture as well. For whites, there can be guilt and shame, an unwillingness to acknowledge racism, threats to self-esteem, “silence” in the face of racially-biased behaviors, engagement in micro-aggressions, and so forth.

After the leaking of the video recording of Los Angeles City officials engaging in a conversation which included racially-disparaging remarks and planning for re-districting that supported racial biases, the citizens of Los Angeles were not only confused, but angered, disappointed and felt betrayed. This video spoke to the need for racial equity dialogues and healing about race relations in our city by those who lead and the residents.

### • Structural Racism and White Supremacy

The white supremacy of our society is evident in the fact that whites maintain a structural advantage over people of color in nearly every aspect of life. White people maintain an educational advantage, an income advantage, a wealth advantage and a political advantage. White supremacy is also evident in the way communities of color are systematically over-policed (in terms of unjust harassment and unlawful arrest and brutalization), and under-policed (in terms of police failing to serve and protect); and in the way that experiencing racism takes a society-wide negative toll on the life expectancy of Black people. These trends and the white supremacy they express are fueled by the false belief that society is fair and just, that success is the result of hard work alone, and an overall denial of the many privileges that whites in the U.S. have relative to others.

Further, these structural trends are fostered by the white supremacy that lives within us, though we may be wholly unaware that it is there. Both conscious and subconscious white supremacist beliefs are visible in social patterns that show, for instance, that university professors give more attention to potential students who are white; that many people regardless of race believe that lighter-skinned Black people are smarter than those with dark skin; and that teachers punish Black students more harshly for the same or even lesser offenses committed by white students.

So, while white supremacy might look and sound differently than it has in centuries past, and may be experienced differently by people of color, it is very much a 21st-century phenomenon that must be addressed through critical self-reflection, the rejection of white privilege, and anti-racist activism.

### • So what is the difference between colorism and racism? Is one issue more important than the other?

Many disagree, but I say that there is no difference. Internalized racism (colorism) and external racism are so interwoven at this point that we can't attempt to extract one without addressing the other. <https://colorismhealing.com/colorism-and-racism/>

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# A Place to Start

## RESEARCH & STATISTICS - RACIAL INJUSTICE & HEALING

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### • White Supremacy & Racial Trauma

- Racial trauma, or race-based traumatic stress (RBTS), refers to the mental and emotional injury caused by encounters with racial bias and ethnic discrimination, racism and hate crimes. Any individual that has experienced an emotionally painful, sudden, and uncontrollable racist encounter is at risk of suffering from a race-based traumatic stress injury. In the U.S., Black, Indigenous People of Color (BIPOC) are most vulnerable due to living under a system of white supremacy.
- Racialized trauma can come directly from other people or can be experienced within a wider system. It can come as the result of a direct experience where racism is enacted on you, vicariously - such as where you see videos of other people facing racism - and/or transmitted intergenerationally.

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### • Examples of Systemic Racism

- Black people make up 12 percent of the country's population but make up around 33 percent of the total prison population. This overrepresentation reflects racist arrests and policing as well as racist sentencing practices in the criminal justice system.
- Previous and current policies of racial displacement, exclusion, and segregation have left all BIPOC less likely than whites to own their homes regardless of level of education, income, location, marital status, and age.
- The erasure of Asian Pacific Islanders (APIs) in the "Asian or Pacific Islander" category by U.S. Census data severely restricts access to opportunities in these communities by concealing the unique barriers faced by APIs that are not faced by East or South Asian communities.
- Historical occupation segregation has made Black people less likely than Whites to hold jobs that offer retirement savings which are prioritized by the U.S. tax code. This helps create a persistent wealth gap between White and Black communities where the median savings of blacks are on average just 21.4 percent of the median savings of whites.
- Lack of cultural competence in therapy training, financial incentives, and geographical isolation have created barriers in providing appropriate mental health resources in Native American communities. Rates of suicide in these communities are 3.5x higher than racial/ethnic groups with the lowest rates of suicide.

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### • Racial Disparities

- Following the COVID-19 outbreak in the U.S., there were nearly 1,500 reported incidents of anti-Asian racism in just one month. Reports included incidents of physical and verbal attacks as well as reports of anti-Asian discrimination in private businesses.
- In 2018, 38 percent of Latinx people were verbally attacked for speaking Spanish, were told to "go back to their countries," called a racial slur, and/or treated unfairly by others.
- Over the course of one year, Twitter saw 4.2 million anti-Semitic tweets in just the English language alone. These tweets included anti-Semitic stereotypes, promotion of anti-Semitic personality or media, symbols, slurs, or anti-Semitic conspiracy theories including Holocaust denial.

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### • When we experience trauma

Those who were in abusive relationships, who grew up with violence in the household or on the streets, who were constantly fending for their survival during childhood, or who have otherwise experienced soul-gripping events in their lives, all have learned how to hold trauma in their bodies. For those with not as dramatic a childhood or upbringing, we still hold disappointments that linger and are hard to shake off.

*continued on next page*

# A Place to Start

## RESEARCH & STATISTICS - RACIAL INJUSTICE & HEALING

### • What are ways we hold trauma in our bodies?

- We are hyper-vigilant.
- We are hyper-reactive to our surroundings.
- We hold some level of consistent panic or anxiety in our abdomen, usually in the Heart, Solar Plexus, or Sacral Plexus areas.
- We have localized (or generalized) aches and pains that are not caused by physical trauma (or linger long after the physical trauma has been resolved).
- Our emotions are on the surface (because they're either ready to release, or overflowing with intensity that it's hard to suppress) – especially anger, rage, or sorrow.
- We get easily confused about what's going on in our lives.
- If the trauma has gone on for a very long time, we may disassociate from ourselves, our Hearts, thus fostering lack of trust in our abilities to thrive or love as human beings.
- We may have vivid nightmares where we are constantly reliving the painful memories, or feeling disempowered.
- Our thinking goes on overdrive.

### There are so many disadvantages to holding trauma in our bodies. Why do we do it?

Sometimes it's done subconsciously, in an effort to "soldier on" and move forward in life, which ends up robbing us of feeling our emotions around a given situation. This doesn't make the pain go away, it just takes it away for safekeeping, where it festers and builds a life of its own. Sometimes we do it on purpose, to punish ourselves for things we've done that we consider unforgivable. And, lots of the time, we don't even realize that we're doing it. All we know is that we feel terrible, and we don't know how to get past it.

Traumatic events reorganize the structure of the mind and brain that alters how we perceive people, things, and events. The effect is that, even when the traumatic event is over, the body continues to feel in a way that it did when the event first took place.

### [Why We Carry Trauma In Our Bodies, and How to Heal It](#)

• "The intersection between the SDOH (social determinants of health) and disparities by race/ethnicity is rooted in structural racism that results in uneven access to quality schools, good-paying jobs, higher incomes, wealth accumulation, better neighborhoods, health insurance, and quality medical care. There is a clear and direct association between socioeconomic position and health outcomes. Educational attainment, household income, residential environment, and access to health care help to explain more of the disparities in CVD (Cardiovascular Disease) mortality than traditional cardiovascular risk factors. On average, individuals from historically marginalized groups, Black, Hispanic/Latino, and American Indian/Alaska Native people, in particular, are more likely to have lower high school graduation rates, individual and household incomes below the federal poverty level, and lack insurance and regular access to quality primary care, because of structural racism. However, the literature examining structural racism and its effects on health is not sufficient. One theoretical framework describes 3 levels of racism: institutionalized, personally mediated (also known as





# A Place to Start

## RESEARCH & STATISTICS - RACIAL INJUSTICE & HEALING

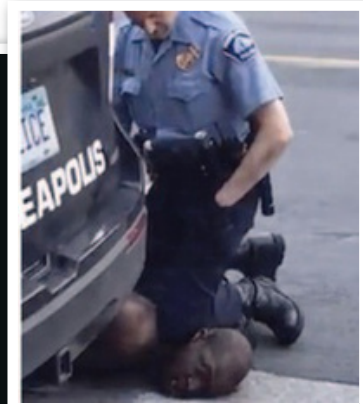
interpersonal), and internalized. This Advisory focuses on institutionalized or structural racism, which has been less studied than interpersonal racism. Race is a social construct and primarily based on phenotype, ethnicity, and other indicators of social differentiation that result in varying access to power and social and economic resources.” — *from*

<https://www.ahajournals.org/doi/10.1161/CIR.0000000000000936>

Through the Prism: How Colorism Affects the Black Community

<https://michiganchronicle.com/2021/03/24/through-the-prism-how-colorism-affects-the-black-community/>

What **THOUGHTS**  
and **FEELINGS**  
come up for you  
when you see  
these images?



## History of Days of Dialogue

In 1995, Los Angeles' deeply divided reaction to the verdict in the criminal trial of O. J. Simpson underscored how far apart the diverse communities of Los Angeles and the nation stand on some basic issues. As a result, then - Councilman Mark Ridley-Thomas called together a meeting of civic leaders and community activists to diffuse escalating tensions. Out of this was born an innovative, non-partisan initiative, Los Angeles' first citywide discussion —A Day of Dialogue on Race Relations.

Since then, thousands of people, both locally and nationally, have participated in Days of Dialogue programs; from political Town Hall forums in large civic auditoriums, to small group meetings in neighborhood libraries, schools, churches and fire stations.

# Background Information:

In 1978, the ACLU took a controversial stand for free speech by defending a neo-Nazi group that wanted to march through the Chicago suburb of Skokie, where many Holocaust survivors lived. The notoriety of the case caused some ACLU members to resign, but to many others the case has come to represent the ACLU's unwavering commitment to principle. In fact, many of the laws the ACLU cited to defend the group's right to free speech and assembly were the same laws it had invoked during the Civil Rights era.

<https://www.aclu.org/other/aclu-history-taking-stand-free-speech-skokie>

The social-media site (Gab) where the alleged Pittsburgh synagogue shooter broadcast his intentions is pledging to curb threats of violence, while it said it plans to remain a platform where hate speech and other forms of extreme content are permitted.

—Yoree Koh and Georgia Wells, *WSJ*, 11/9/2018

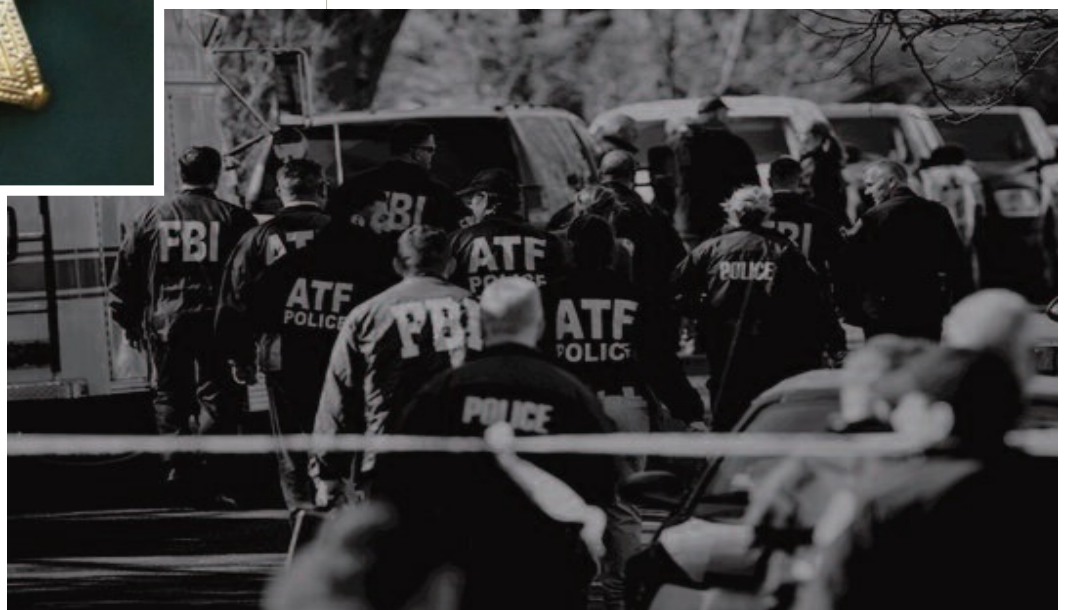
## Guns and Children

Many conservatives don't want the press to constantly connect the dots between American gun rampages, or to chronically mention that roughly 100,000 people are shot in America each year. Or that each week, approximately 1,565 patients are treated in emergency rooms for firearm-related injuries. Or that among the world's 23 wealthiest countries, 87 percent of all children killed by guns are American children.

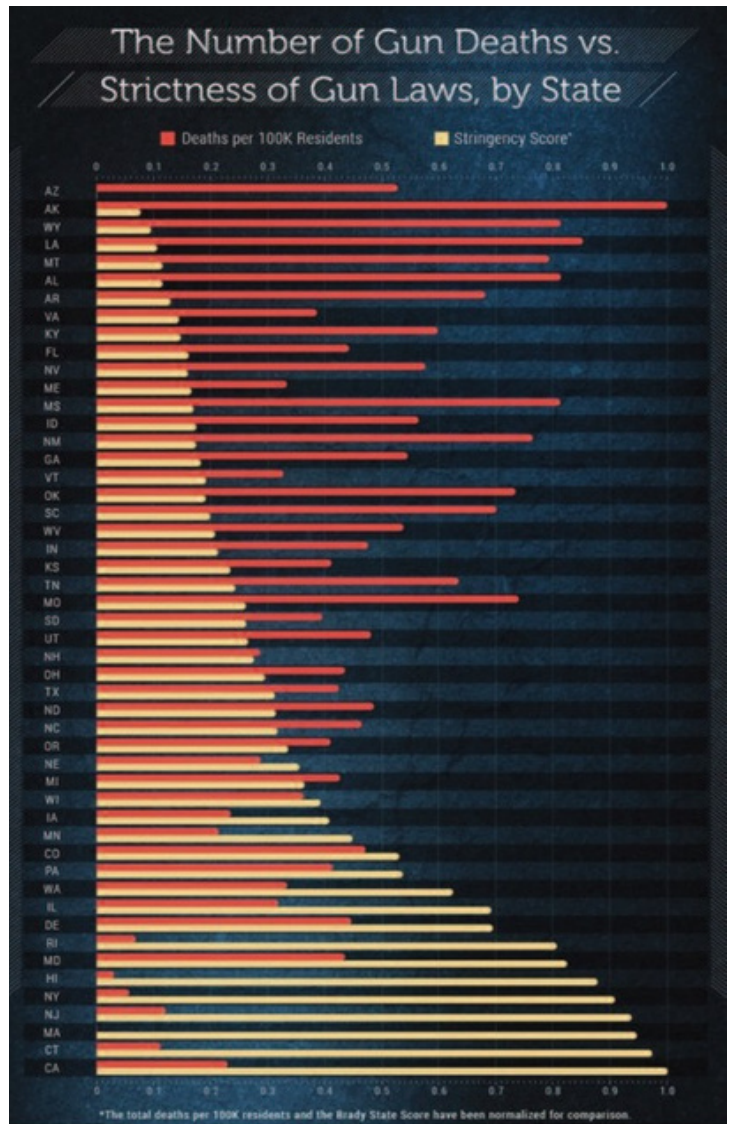
<https://www.mediamatters.org/blog/2017/03/31/mass-shootings-still-happen-all-time-so-why-does-press-look-away/215879>



Badge of officer who was one of 12 killed in Thousand Oaks, CA bar shooting.



# Research:



\*The total deaths per 100K residents and the Brady State Score have been normalized for comparison. SOURCES: CrimeAdvisor.com, CDC.gov





*\*New FBI data shows that nationwide hate crimes went up 17 percent in 2017. FBI recorded 1,679 anti-religious hate crimes in 2017 (up from 1,538 in 2016)*

- 58.1% of them were anti Jewish
- 18.7% of them were anti-Muslim

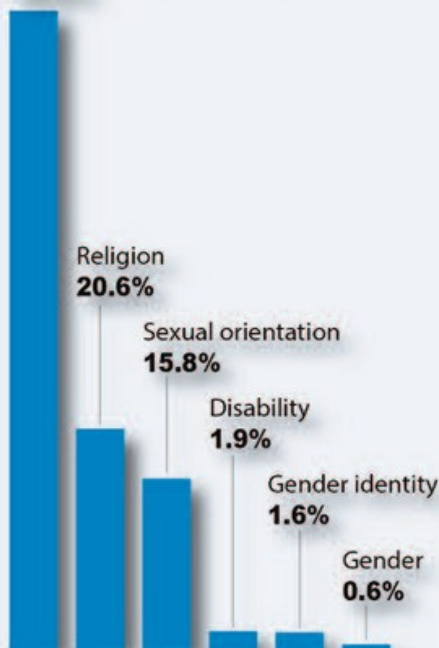
*At a combined only 3% of US population—Jews & Muslims suffer 77% of anti-religious hate crimes*

—<https://ucr.fbi.gov/hate-crime/2017/resource-pages/hate-crime-summary>

## \* Bias Motivations

Law enforcement agencies reported 7,106 single-bias incidents to UCR in 2017. A distribution of victims by bias type shows the following biases:

Race/Ethnicity/Ancestry  
**59.6%**



Hate Crime Statistics, 2017

In New York's Times Square today, artist Manuel Oliver unveiled what he calls the world's first "3D-printed activist," a life-size rendition of his son, Joaquin. Oliver said the piece is a statement to combat the use of 3D printers to make firearms.

Joaquin was one of the victims in the Valentine's Day shooting at Marjory Stoneman Douglas High School in Parkland, Florida. Seventeen students and faculty were killed that day when a former student allegedly opened fire with an AR-15-style rifle.



Installation of a 3-D printed activist by nonprofit Change the Ref is a statement against gun violence and meant to encourage voter registration.

10/26/2018 @owthisnews.com  
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\*The Uniform Crime Reports (UCR) compiles official data on crime in the United States, published by the Federal Bureau of Investigation (FBI)

Shooting at Tree of Life synagogue, Pittsburgh, 10/27/18  
Shooting at Kroger supermarket, Jeffersonton, Ky., 10/25/18  
"Build the Wall" rally, Greenville, S.C., 10/13/18  
Patriot Prayer "Law and Order" march, Portland, Ore., 10/13/18  
League of the South demonstration, Newport, Tenn., 9/29/18  
K.K.K. "kookout," Jaycee Park, Madson, Ind., 9/1/18  
Identity Evropa demonstration, Cincinnati, 8/19/18  
Unite the Right 2 rally, Washington, 8/12/18  
Identity Evropa Mexican-consulate demonstration, New York, 7/28/18  
Shieldwall Network anti-Shariah rally, Batesville, Ark., 6/10/2018  
Identity Evropa anti-immigration demonstration, Spokane, Wash., 5/31/2018  
League of the South demonstration, Berry, Ala., 5/19/2018  
Bomb threat at mosque, Pembroke Pines, Fla., 5/5/18  
Identity Evropa Mexican-consulate demonstration, San Diego, 5/3/2018  
Waffle House shooting, Nashville, 4/22/2018  
Ceremonial burning of swastika in field, Temple, Ga., 4/21/2018  
White-supremacist rally, Newnan, Ga., 4/21/2018  
League of the South roadside demonstration, Wetumpka, Ala., 4/7/2018  
League of the South St. Patrick's Day rally, Knoxville, Tenn., 3/17/2018  
Identity Evropa demonstration, Parthenon, Nashville, 3/11/2018  
Keystone State Skinheads demonstration, Harrisburg, Pa., 3/10/2018  
Bomb-material explosion in apartment, Beaver Dam, Wis., 3/5/2018  
Richard Spencer speech, M.S.U., Lansing, Mich., 3/5/2018  
Matthew Heimbach speech, U.T., Knoxville, Tenn., 2/17/2018  
Identity Evropa disruption of classes, U.C.S.D., San Diego, 1/28/2018  
League of the South rally, Tallahassee, Fla., 1/27/2018  
Patriot Front event at Field Museum, Chicago, 1/14/2018  
Shieldwall Network demonstration, Memphis, Tenn., 1/6/2018  
Killing of Jewish gay man, Lake Forest, Calif., 1/2/2018  
Double murder and suicide, Reston, Va., 12/22/2017  
Patriot Front demonstration, Laguna Beach, Calif., 12/10/2017  
Shooting at Aztec High School, Aztec, N.M., 12/7/2017  
Planned shooting attack on Islamic center, Jacksonville, Fla., 12/4/2017  
Hammerskins "Martyr's Day" event, Whidbey Island, Wash., 12/2/2017  
Identity Evropa demonstration, Philadelphia, 11/17/2017  
Patriot Front demonstration, Austin, Tex., 11/5/2017  
White Lives Matter rally, Shelbyville, Tenn., 10/28/2017  
Richard Spencer speech, University of Florida, Gainesville, Fla., 10/19/2017  
Torch march led by Richard Spencer, Charlottesville, Va., 10/7/17  
White-power music fest Hammerfest, Idaho City, Idaho, 9/29/2017  
Red Elephants protest at bookstore, Berkeley, Calif., 9/27/2017  
Identity Evropa demonstration, Washington, 9/24/2017  
Traditionalist Worker Party march, Columbus, Ohio, 9/9/2017  
Unite the Right rally, Charlottesville, Va., 8/12/2017  
Tiki-torch march, Charlottesville, Va., 8/11/2017  
Bombing attempt at mosque, Bloomington, Minn., 8/5/2017  
Rally to defend Confederate symbols, Gettysburg, Pa., 7/1/2017  
Rise Above Movement demonstration, Torrance, Calif., 7/1/2017  
"March Against Shariah," Indianapolis, 6/10/2017  
Nordic Order Knights rally, Madison, Ind., 5/27/2017  
East Coast Knights ceremonial cross-burning, Quarryville, Pa., 5/21/2017  
Killing of Army lieutenant, College Park, Md., 5/20/2017  
Discovery of radioactive material in apartment, Tampa, Fla., 5/19/2017  
Killing of sheriff's deputy, Three Forks, Mont., 5/16/2017  
"Battle of Austin" rally, Austin, Tex., 5/1/2017  
National Socialist Movement rally, Pikeville, Ky., 4/29/2017  
Richard Spencer speech, Auburn University, Auburn, Ala., 4/18/2017  
Stabbing of black homeless man, New York, 3/20/2017  
Killing of native of India, Olathe, Kan., 2/22/2017  
Knights Party "Love Your Heritage" flag rally, Harrison, Ark., 2/17/2017  
Identity Evropa Times Square protest, New York, 2/4/2017  
Arson at Islamic center, Victoria, Tex., 1/28/2017  
Planned shooting at Hilliard Davidson High School, Hilliard, Ohio, 9/22/2016  
Killing of black man, Fort Wayne, Ind., 8/21/16  
Killing of three police officers, Baton Rouge, La., 7/17/16  
Shooting of Black Lives Matter protesters, Minneapolis, 11/24/15  
Bomb threats against synagogues and black churches, Richmond, Va., 11/8/2015  
Shooting at Umpqua Community College, Roseburg, Ore., 10/1/15  
Shooting at Grand movie theater, Lafayette, La., 7/23/15  
Shooting at Emanuel African Methodist Episcopal Church, Charleston, S.C., 6/17/2015

November 11, 2018

# New York Times Magazine

## U.S. Law Enforcement Failed to See the Threat of White Nationalism. Now They Don't Know How to Stop It.

For two decades, domestic counterterrorism strategy has ignored the rising danger of far-right extremism. In the atmosphere of willful indifference, a virulent movement has grown and metastasized.

BY JANET REITMAN NOV. 3, 2018

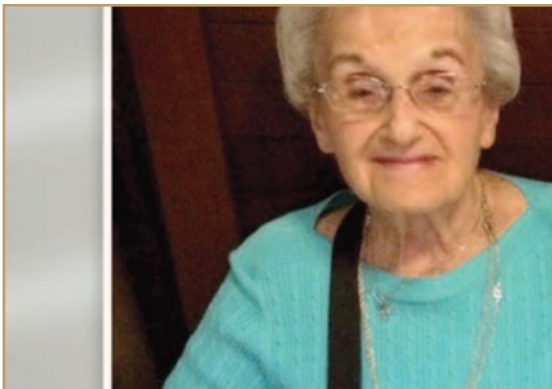
New York Times Magazine Cover, 11/11/18

# ADL / PYRAMID OF HATE

The *Pyramid* shows biased behaviors, growing in complexity from the bottom to the top. Although the behaviors at each level negatively impact individuals and groups, as one moves up the pyramid, the behaviors have more life-threatening consequences. Like a pyramid, the upper levels are supported by the lower levels. If people or institutions treat behaviors on the lower levels as being acceptable or "normal," it results in the behaviors at the next level becoming more accepted. In response to the questions of the world community about where the hate of genocide comes from, the *Pyramid of Hate* demonstrates that the hate of genocide is built upon the acceptance of behaviors described in the lower levels of the pyramid.



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**Synagogue victim Rose Mallinger was a young 97; her daughter Andrea Wedner expected to recover from wounds**



## How mass shootings effect people...

- Regardless of how detrimental the event is, people still come together and show support for each other.  
<http://dailybruin.com/2018/10/30/students-jewish-leaders-hold-vigil-for-victims-of-pittsburgh-synagogue-shooting/>
- Leads to spikes in anxiety and post-traumatic stress among both children and parents.
- The growing frequency of mass shootings, and their rapid dissemination and re-dissemination via the media, increases the "dose" of terror to which a youth is exposed.
- The sheer frequency of exposures for our youth – in terms of frequency of attacks and ease of watching coverage of past attacks – is likely to have a negative effect with regard to amplifying traumatic stress responses and/or increasing "numbness" to these types of events.  
<https://www.nbcnews.com/think/opinion/generation-parkland-how-mass-shootings-are-affecting-america-s-children-ncna859456>