Reflections on Phase 1 Group Model Building
October 19, 2020

- **Perspective Transformation and Values**: It's hard to make change if people don't recognize the need to change their thinking. This type of transformation is based on values. For example, diverse leadership can help create an increased focus on systems, but only if the leadership is rooted in corresponding values.

- **Policy**: Policy negatively affects underserved communities and communities of color in multiple ways and on a daily basis. For example, lack of reliable internet access is linked to education and training, which are linked to employment, which is linked to health insurance.

- **Language**: Language matters (for example, anti-racism language is important), but adopting language is not the same as taking action. Declaring racism as a public health crisis isn't the same as creating policy.

- **Acceptance of Racism**: Racism and acceptance of it are deeply embedded, spanning centuries. In our current environment, they reinforce white supremacy while also activating people and communities to take anti-racism actions.

Reflections on Phase 1 Group Model Building
October 29, 2020

Historical context: We can't change history but we can change the power differentials that result from it.

Structural classism: White people, especially those who are economically disadvantaged, have long been given the message that they are better than people of color. This is reinforced by inequitable systems and institutions which, in turn, reinforce structural racism. The effects of this are playing out now in government policies and politics.

Greater community focus: We expanded the map to include several inter-related aspects of community, including community conditions, taxes/community wealth, health-related issues (health, health insurance, access to primary care), and criminal/juvenile justice. These interact with each another and with other portions of the map at both individual and systems levels.

Trust and Hope: Two overarching issues in our work are trust/trustworthiness and hope. Lack of trust in systems and the people who represent those systems is widespread and has an important effect on efforts to bring about change. We have to start from a place of hope that change is possible.

Reflections on Phase 1 Group Model Building
November 9, 2020

Context. Our anti-racism work is shaped by context at several levels:
- **National**: The results of the recent election offer some hope for anti-racism work.
- **Community**: The Cuyahoga County Citizens' Advisory Council on Equity (CACE) is also doing group model building and may be an opportunity to jointly strengthen the county's anti-racism efforts.
- **Institutional**: We need to consider our partner organizations and institutions. How can we keep them engaged in this work and help them move it forward?
- **Individual**: This team's long-time collaboration and deep thinking about systemic racism has shaped our individual perspectives and strengthened our group model building.

Overcoming the Status Quo
- Most organizations exist to perpetuate a status quo. Change therefore requires not only work across organizations but also cultural change within them.
- The status quo gives individuals a sense of comfort and safety. Anti-racism work is uncomfortable and disorienting because it calls the status quo into question.

Making Change
- One of our goals is to bring about meaningful change by transforming the way people think. This is an ongoing process, because we must keep reshaping the narrative.
- Trust helps create change which, in turn, builds more trust.

Reflections on Phase 1 Group Model Building
November 30, 2020

Community change requires:
- **Capacity** to engage with new opportunities
- Support of **healing** (at individual, organizational and community levels)

Internal change
- Structural racism is an **ongoing story** and an **ongoing trauma** that accumulates and is relived. Many white people need to better understand this.
- Perspective transformation happens at a deep internal level.

Hopes for/reflections on Phase 2
- We want to reach a **tipping point**.
- We want to create an **open neutral space** to make change together.
- This is the **right time** and **Cleveland** is the right place.
- The **voices of community members** are key.:
  - Crucial **input**
  - The process can help build **trust**
  - The opportunity to speak your truth can be **life-changing/healing**.

Reflections on Phase 1 Group Model Building
December 14, 2020

To address **trauma** in our work, we need to recognize its **complexity**. The **trauma of racism** occurs at **personal and institutional** levels, yet trauma **can transcend race**.

Healing is **not a linear process**. Healing helps create trust, which leads to more healing. Both healing and trust help create equity and change.

We want to be strategic in **expanding our team**. New team members should be both **champions** and **critical thinkers**.

Developing practical, **actionable outcomes** will be an **ongoing process**, one that we should address regularly at our meetings.