

Growing Racial Justice

This quick, easy, and fun exercise will help you think learn and share about how you and your coworkers, friends, or family have worked together across different backgrounds to build a more just and equitable society for all people.

STEP ONE

- » Print out the tree on the second page. Or, draw one of your own!
- » **Work with a partner or small group** to consider different parts of the tree:
 - **FOR THE ROOTS** Talk about ways that your different ethnic and racial backgrounds have sustained you, your family, and your community over time. Feel free to write on the roots or label them with sticky notes.
 - **FOR THE TRUNK** Talk about ways you have come together with people of different backgrounds and have learned and grown together.
 - **FOR THE BRANCHES** Talk about ways you've taken up work with others to confront racial inequities in your workplace or your community.
 - **FOR THE FRUIT** Talk about gains you've made toward racial justice in your work.

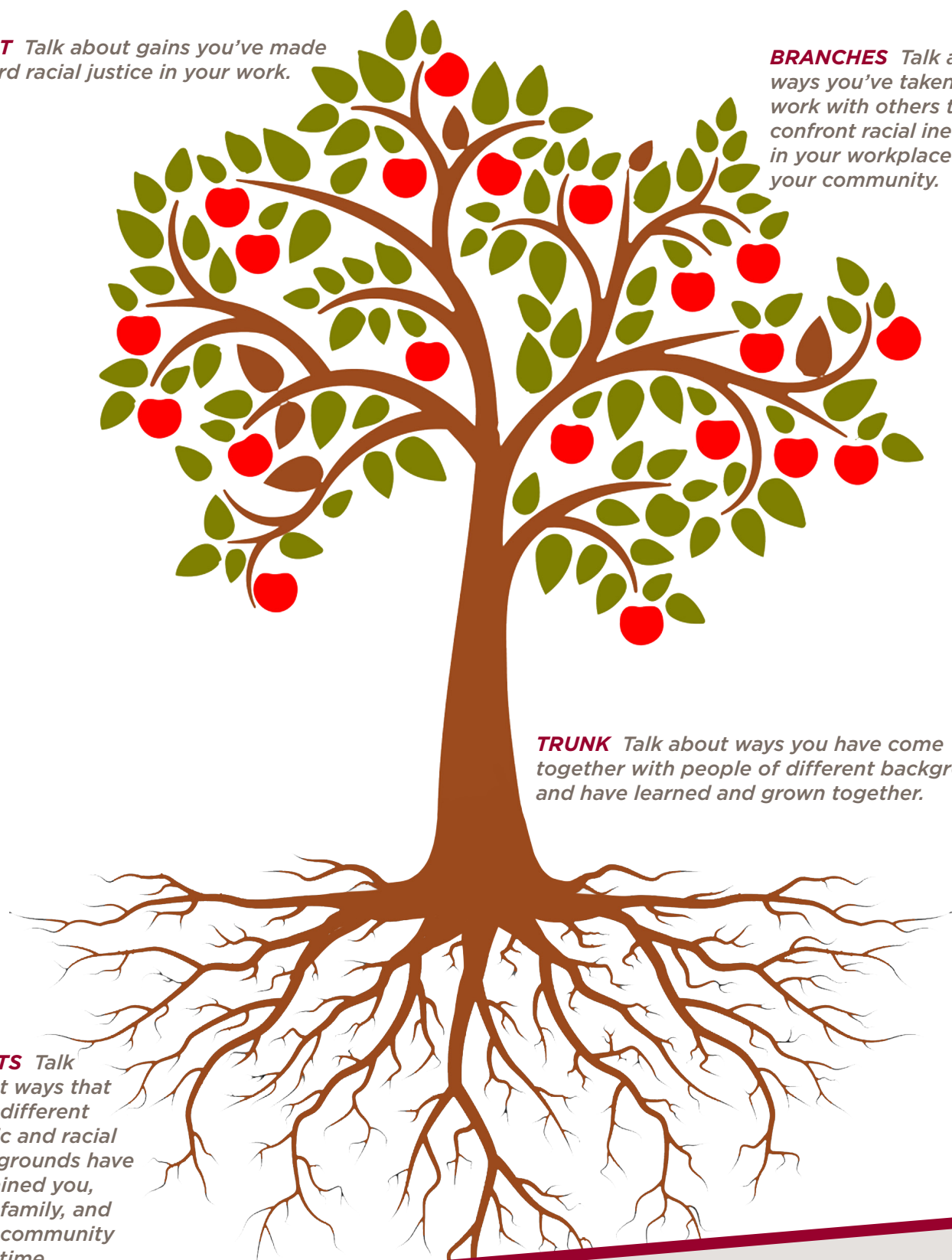
STEP TWO

- » Now, imagine you have a handful of seeds.
 - What sort of "trees" could grow if racial justice was prioritized by people and decision makers in the United States? How could this connect with economic, gender, or environmental justice?
 - What work would we need to do to tend to our seeds and to grow healthy and fruitful trees? What tools do we need to develop or sharpen in order to get this work done?

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FRUIT Talk about gains you've made toward racial justice in your work.

BRANCHES Talk about ways you've taken up work with others to confront racial inequities in your workplace or your community.



TRUNK Talk about ways you have come together with people of different backgrounds and have learned and grown together.

ROOTS Talk about ways that your different ethnic and racial backgrounds have sustained you, your family, and your community over time.

OUR PATIENTS. OUR UNION. OUR VOICE.

