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This toolkit is created as an effort to get people around WI engaged in the Black Lives Matter movement that has brought thousands of people into the streets to demand justice and liberation for black people. The phrase *black lives matter* was coined by Alicia Garcia in the aftermath of Trayvon Martin's death at the hands of George Zimmerman, the white police officer who was not charged with killing this young black man, and has since been heard or seen by nearly everyone in the US and by many around the world.

It has become popularized in protests calling out police violence against black people from Michael Brown in Ferguson, to Eric Garner in NYC, Tamir Rice in Ohio, and Dontre Hamilton in Milwaukee. In each of these cases white police officers have killed unarmed black men or children, and three of these cases so far have brought no charges to the police involved.

Protests across the country have fueled a conversation about the need to address police violence against black people, and overall institutional racism that effects housing, education, employment, health, in all aspects of our lives in the US.

This toolkit is an effort to help people take action by way of conversation, protest, vigil, and education, moving ourselves, friends and neighbors from silence to action.

We are holding a conference call to highlight some of the organizing happening in Madison and Milwaukee. Coalition for Justice in Milwaukee has been working for justice for Dontre Hamilton. You can find out more about them here: https://www.facebook.com/justicefordontre Young Gifted and Black Coalition has been holding weekly actions since the Darren Wilson Non-Indictment for killing Michael Brown. They are linking the struggles to a local effort against building a new or renovated jail and reducing racial disparities in incarceration: https://www.facebook.com/fergusontomadison We will also be hearing from Jennifer Epps Addison of Wisconsin Jobs Now about statewide organizing around state sanctioned violence: http://wisconsinjobsnow.org

Much of the information used is borrowed from other great resources that already exists and have done our best to given credit where credit is due.

Thank you,

Liz, Barb, Jake, Carl, John, Laura, Ann, Erika, Z!
Organizing committee

For more information contact:
zh@wnpj.org
608-250-9240
WHO WE ARE:

Our planning committee includes people connected primarily to two organizations:

Wisconsin Network for Peace and Justice: A statewide network consisting of 150 member groups and 300 individual members working for sustainable, non-violent world.

Groundwork: Madison-based organization working to engage more white people in racial justice work.

Who is this for?
Predominately white people, and people of color around the state, who want to be allies to the Black Lives Matter efforts.

Why would this matter to you?
Maybe you are white and live in a mostly white area. Why does this matter?

Whether you are a person of color, you live in an area where there are people of color, or not, you can effect racism. There are likely people of color that you come in contact with whether or not you realize it. Either way, learning about racism in the context of US history informs our sense of self, and our sense of what it means to be a human being. By standing silent we choose a side, and right now is an important time to stand on the side of justice for black lives by getting educated, teaching others and taking action.

For people of color who are not black, this is a moment to question any anti-black sentiment in ourselves or our communities. It is also a time to build connections and to see that the liberation of all people of color is bound together and the freedom and liberation of black people is a key piece to everyone’s liberation.
**WHAT YOU CAN DO, ACTIONS YOU CAN TAKE**

- Hold an action or event related to MLK day. Look here for suggestions from Ferguson Action: http://fergusonaction.com/reclaim-mlk/
- Sign this petition to demand federal investigation into Dontre Hamilton's Case to support Coalition for Justice in Milwaukee. http://iam.colorofchange.org/petitions/justice-for-dontre-demand-federal-charges
- E-mail Dane County Board committee members to support Young Gifted and Black demands in Madison. (see below)
- Plan an action: vigil, protest, letter writing meeting, or a community conversation.
- Have living room conversations with friends and family or co-workers (People of color interested in this please contact Freedom Inc at: adams4730@gmail.com
- Get involved with WISDOM to end mass incarceration in the state: http://prayforjusticeinwi.org/about-us/
- Do 21 days of action: http://debbyirving.com/21-day-racial-equity-habit-building-challenge/
- Connect with local racial justice efforts, local people of color and organizations centering people of color to see how you can collaborate and support their work,
- Educate yourself with some of the resources included in this toolkit.
- Donate to an organization locally or nationally doing blacklivesmatter work.
- Contact Coalition for Justice: https://www.facebook.com/justicefordontre
- Contact Young Gifted and Black: https://www.facebook.com/fergusontomadison
- Contact WI Jobs Now: http://wisconsinjobsnow.org

1. Email or call the members of the **Public Protection and Judiciary Committee** (PP&J) of the Dane County Board of Supervisors to tell them that you don't want any money to go to a new or remodeled Dane County Jail! We need them to focus on alternatives to jails and on programs that keep people from being locked up in the first place. PP&J contact info:

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<tr>
<th>Name</th>
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Sample Conversation Plan

So you want to have a house or community conversation?? Great!

Who:

- Are you going to pull this together yourself or work with someone else or a group of people?
- Who would you like to invite and how many people?

Plan the event:

- Get clear on a day, time and place, then start reaching out.
- Decide how you would like the meeting to go and who will lead the conversation.
- Review sample agenda and invitation below
- Sample conversation starters are below as well. You may want people to read something ahead of time, or you may want to show a video, or do a reading at the event to start the conversation.
- Are you going to provide food or ask others to bring some?

Outreach Plan:

- You may want to check with a few people to make sure they can come at the time you have chosen, then start inviting others.
- This may be just calling your friends and family to join you on a day and time that you have chosen.
- Or it may be making a flyer on Microsoft Word, drawing, or creating a facebook event.

Sample flyer:

- See below a draft flyer you can adjust. Join us for a conversation to talk about the recent deaths of black people at the hands of police and the subsequent protests that have followed. Build community with others who care about these important issues.

Hosting the event

- You might want to print out an agenda for the group
- You might want to print out questions, or reading
- Practice the agenda
- Print off some action steps that people can take for each participant
- Print off the practice conversation exercise for each participant
- If you don't already have everyone's contact information, create a sign in sheet to collect names, e-mails, phone numbers, and if they are part of any organizations.

Reach out for support:

- Our team is happy to support you in any way. We may be even able to come to your event. Don't hesitate to contact us.

Report Back!

- We want to know if you have an event!
- Please let us know if you have a public event planned so we can help promote it
- ALSO, Please send us a picture of your event and a short description so we can post it on our website after your event.
**Sample Agenda:**

**Intros:**

*Sample ice breaker questions:*

Name and what brought you here, what do you hope to get out of this meeting/conversation?, and if you were a super hero what superpower would you have?

**Facilitator overview:**

We are having this conversation here, and others are having similar conversations across the state and country. We will talk about some of the deaths of black people at the hands of police in other parts of the country and the protests in response to this. Have people heard about the situation in Ferguson? (A black unarmed teenager, Michael Brown was shot and killed by Darren Wilson, a white police officer. The community was upset by this and by the handling of the case and has been protesting ever since. The protests rose up again in Ferguson and also around the country after Darren Wilson was not indicted by the grand jury.) Since Ferguson there has also been Eric Garner choked by a police officer, and 12 year old Tamir Rice shot by police for having a toy gun. Closer to home, Dontre Hamilton was sleeping in Red Arrow Park, when he was woken by police officer Christopher Manny and ultimately shot 14 times while being unarmed. Manny was not indicted for this killing.

These events have highlighted some of the racial disparities and continued oppression that black people face in the US and WI. (You may want to highlight some of these statistics or have others read them)


- In 2012, the African American unemployment rate in WI was 19 percent, an extremely high level. Nearly one-in-five black workers – a level calling to mind this nation’s Great Depression – were unemployed. At the same time, just 6 percent of the white workforce was unemployed.
- Using data from the 2010 Census, Wisconsin posts the highest black male incarceration rate in the nation at 12.8 percent
- At 96 percent, Wisconsin has the highest white graduation rate in the nation. At the same time, Wisconsin's African American graduation rate is 66 percent meaning that one-in-three black students in the state do not graduate on schedule, while nearly all white students do.
- The poverty rate for African American families in Wisconsin – 35 percent – should be a wake-up call for the state. More than one-in-three African American families live in poverty. Only Iowa has a higher rate of African American poverty. Our white poverty rate is nowhere near the worst in the nation. Six percent of the state's white families are confronted by poverty.

The Black Lives Matter efforts have also called attention to the privilege that white people hold who are much less likely to be killed by the police, or arrested or incarcerated for similar crimes committed by people of color.

**Guidelines:**

Let's begin with some guidelines

Talking about race can be challenging. Here are some guidelines to follow:

This will help us make sure we can create a space where people can get the most out of our time together.

- Come with an open mind and open heart
- Use I statements, speak from personal experience
- Step up/step back - if you're someone that doesn't often speak up, but your mind wants to say something, push yourself to step up. Likewise, if you're someone that's comfortable speaking up and have spoken a couple of times, challenge yourself to listen and give others an opportunity to speak.
- Challenge the behavior, respect the person - if you hear something that doesn't sit right with you, ask clarifying questions
- Active listening: when someone else is talking, push yourself to listen and don't think about what you are going to say next
- Lean into discomfort: for people who haven't talked about racism much it can be challenging and uncomfortable but it is important too.
Things to keep in mind. Road Blocks

- Arguing the details of each case acts as a distraction from facing core issues that black lives matter and black people are criminalized in this country.
- This is a great article you might want to pull a few examples from:

Now let's talk!

Either in Pairs, or in the full group answer these questions:

How has the reaction to the deaths of Michael Brown, Eric Garner, Dontre Hamilton and others played out in your daily life? What are you noticing? Who talks with you about this, and what do they say?

Conversation Starters:

Choose any of the questions below and then have people pair up with the person next to them and discuss the question, make sure each person gets a chance to share. If you choose to do a different reading or watch a different video feel free to make up your own questions.

Question 1:

Watch this video of Tamir Rice being killed by police 2 seconds after pulling up at this park. Tamir is a 12 year old black child who was playing with a toy gun in a park.


Here is an article with an interview with his mother.


Can you imagine finding out that your 12 year old child or a child you know was killed by police 2 seconds after they arrived at a park where he was playing with a toy gun? What does this tell you about the way that black people are stereotyped as criminals? Is this as likely to happen to a white child?

Question 2:

The deaths of both Trayvon Martin and Michael Brown raised again the image of the black super-predator. Officer Wilson said Michael Brown “looked like a demon” and “I felt like a five year old holding onto Hulk Hogan,” even though both are large men of approximately equal size. I think it’s useful to explore how these murders are supported by myths about black men that have persisted since slavery and have become imbedded in our criminal justice system (charging adolescent as adults, for example). We have all been indoctrinated to this myth. How were each of us raised to think about black men? To be afraid and consider them threats? How do these myths support the defense of the officers who caused these deaths? Here’s a link, but there are many others on this topic:


Question 3:

Three black women came up with the slogan and the organization #BlackLivesMatter and it has gotten very popular. Why do you think this is a popular slogan and why wouldn’t it be obvious that black lives matter? Why would it be important to say black lives matter and not all lives matter?

Here is a quote from Alicia Garza, one of the co-founders of Black Lives Matter from her article on the herstory of the blacklivesmatter effort. http://blacklivesmatter.com/a-herstory-of-the-blacklivesmatter-movement/

When Black people get free, everybody gets free

When we deploy “All Lives Matter” as to correct an intervention specifically created to address anti-blackness, we lose the ways in which the state apparatus has built a program of genocide and repression mostly on the backs of Black people—beginning with the theft of millions of people for free labor—and then adapted it to control, murder, and profit off of other communities of color and immigrant communities.
When you drop "Black" from the equation of whose lives matter, and then fail to acknowledge it came from somewhere, you further a legacy of erasing Black lives and Black contributions from our movement legacy. And consider whether or not when dropping the Black you are, intentionally or unintentionally, erasing Black folks from the conversation or homogenizing very different experiences. The legacy and prevalence of anti-Black racism and hetero-patriarchy is a lynch pin holding together this unsustainable economy. And that's not an accidental analogy....

And, perhaps more importantly, when Black people cry out in defense of our lives, which are uniquely, systematically, and savagely targeted by the state, we are asking you, our family, to stand with us in affirming Black lives. Not just all lives. Black lives. Please do not change the conversation by talking about how your life matters, too. It does, but we need less watered down unity and a more active solidarities with us, Black people, unwaveringly, in defense of our humanity. Our collective futures depend on it. -Alicia Garza

Question 4:
Quote from Kareem Abdul Jabar: In a Dec. 21, 2014 article about the shooting, the Los Angeles Times referred to the New York City protests as “anti-police marches,” which is grossly inaccurate and illustrates the problem of perception the protestors are battling. The marches are meant to raise awareness of double standards, lack of adequate police candidate screening, and insufficient training that have resulted in unnecessary killings. Police are not under attack, institutionalized racism is. Trying to remove sexually abusive priests is not an attack on Catholicism, nor is removing ineffective teachers an attack on education. Bad apples, bad training, and bad officials who blindly protect them, are the enemy. And any institution worth saving should want to eliminate them, too. Where do you see institutionalized racism playing out in these murders and their aftermaths? Here’s a link to the whole article:
http://time.com/author/kareem-abdul-jabbar/

Practice!!

This exercise is borrowed from Showing Up for Racial Justice's Toolkit on Police Brutality which can be found here: http://www.showingupforracialjustice.org/archives/2016

It is tempting to separate ourselves from other people of our same race who disagree with us on this or other racial justice matters. It can be painful to know that someone you know or care about holds views that you know to be biased. However, as people committed to racial justice, a powerful way to create change is to engage people of our same race in dialogue, to see talking about race with them as our responsibility. These questions are specifically tailored to white people talking with other white people, but may be relevant for other people of color as well, or for people of color talking to white people. Think back to how your analysis and perspective were shaped:

-- Listen well to what the other person is saying, and why they see things the way that they do. -- Ask questions to help clarify. -- Withhold judgement. The goal is to move them forward, not to prove something about yourself.

The following are some suggestions for how to respond to conclusions white people often come to around police brutality. The goal is not to read these as a script, feel free to modify as makes sense for your conversations and life. We also included some questions that spark deeper conversations: Partner with someone and play the roles which might come with each comment and response. After practicing talking from these points of view, then discuss the question.

After 5 minutes switch and partner with someone else.

• Comment: "But the murder of Michael Brown was an exception." Response: "There is a pattern of police violence against black men, especially young ones. In just the last few weeks, 4 unarmed black men have been gunned down by the police.” Discussion question: How has police brutality affected your community?

• Comment: "We should let the legal system take its course. If the policeman did something wrong, he’ll be convicted. Response: “The legal system is biased against people of color. For example, African Americans are twice as likely as whites to receive the death penalty.” Discussion Question: "How do you see bias in the criminal justice system playing out in your neighborhood, town, region?"

• Comment: "Demonstrations don't accomplish anything. In fact, they make things worse. Especially stopping traffic which
alienates people who would otherwise support”  Response: “If it had not been for the visible community response, we would never have heard about Michael Brown. Most police murders of black men never come to light. Besides, demonstrations are a form of peaceful assembly that is protected by the Bill of Rights. Being stopped in traffic is a minor inconvenience for a major injustice. These types of protests have brought about civil rights changes, union victories, and the end to the Vietnam war which are generally regarded as successes in history.” Discussion question: “How do you think we can show that all lives—including African Americans and other people of color—matter?”

- Comment: “Well, it’s too bad about Michael Brown, but what does it have to do with me?” Response: “Police brutality is a threat to our basic freedoms, including the right to live in a peaceful society governed by the rule of law. White people need to stand up for racial justice, in public ways.” Discussion Question: “What do you think could make the legal system work for all people?”

- Comment: “But what can I do about it? I’m just one person.” Response: In American history, individuals coming together have made real changes, such as the end to slavery, Jim Crow laws, and DOMA. In fact, things don’t change without attention, pressure and mobilization. The police brutality toolkit produced by SURJ suggests actions ranging from one-minute to one-hour and beyond. There are further actions for WI residents in this toolkit.” Discussion Question: “What can we do today to engage more people more deeply?”

Action Steps:
- Hand out the action steps listed above to everyone and go over them together.
- You might want to plan another meeting, or plan a collective action together.
- You might want everyone to make a phone call, sign a petition, write a letter to the editor, or send an e-mail while in the meeting together.

Closing:
- Go around in a circle and answer the questions:
- What is one thing that you learned and what is one action step that you are going to take?
**RESOURCES**

**Toolkits:**

- 21 days of action
  http://debbyirving.com/21-day-racial-equity-habit-building-challenge/

- Reclaim MLK Day from Ferguson Action
  http://fergusonaction.com/reclaim-mlk/

- SURJ Police Brutality Toolkit

- Race to Equity toolkit
  http://www.ywcamadison.org/site/c.cufWI0Jql8E/b.9208687/k.6E74/Race_to_Equity_Toolkit.htm

- Black Alliance for Just Immigration Articles
  http://www.blackalliance.org/ferguson-toolkit/

**OTHER RESOURCES**

**Anti-racist resources**

- From an Anti-racist role play and skill share event (by a group in Vermont)
  https://www.facebook.com/events/601017986692557/permalink/603737096420646/

**Videos:**

  (brilliant video of ferguson organizers breaking it down on ABC and really centering the message)

  (another brilliant video of the two of the creators of speaking to the current moment)

**Articles:**

  (a herstory of black lives matter, understanding who this movement seeks to center and how it is connecting the dots)

- http://alittlemoresauce.com/2014/08/20/what-my-bike-has-taught-me-about-white-privilege/
  (better understanding what white privilege is and how it works)

  (from SURJ (Showing Up for Racial Justice), a national white racial justice network, talking points for white folks about what is going on, what white folks' role is and why it is crucial for white folks to be a part of the emerging movement for Black Liberation)
https://beingshadoan.wordpress.com/2014/08/15/i-am-racist-and-so-are-you/
(unpacking the subtle and not so subtle ways that well meaning white folks perpetuate racism and what we can do about it)

fb_action_ids=10152447813375780&fb_action_types=og.likes
(the limits of the good white person--useful article and some interesting comments too)

http://www.salon.com/2014/12/17/listen_when_i_talk_to_you
%E2%80%9D_how_white_entitlement_marred_my_trip_to_a_ferguson_teach_in/?source=newsletter
(daily ways that white entitlement emerges and exists unchecked)

https://modelviewculture.com/pieces/how-to-uphold-white-supremacy-by-focusing-on-diversity-and-inclusion
(the problems with inclusion and diversity and the liberalism that they come from)

http://sojo.net/blogs/2014/12/04/blacklivesmatter-why-we-need-stop-relying-all-lives-matter
(an article detailing why it is crucial that we talk about anti-black racism and black lives in this historic moment)

(what are the stages of what happens when there's injustice against black people)

http://blacklivesmatter.com/demands/
utm_source=December+2014&utm_campaign=Summer+2014+Newsletter+analytics&utm_medium=email
(national demands of the #blacklivesmatter campaign)

(understanding and unpacking white "non violence" and how it often is coded racism)

(a long but brilliant packet of information, activities, definitions, and more that the catholic workers center in St Louis has put together in the wake of the events in ferguson)

http://gawker.com/my-vassar-college-faculty-id-makes-everything-ok-1664133077
(super moving essay by a black professor at vassar about what his class/educational privilege protects him from and what it doesn't)

http://bendstowardjustice.tumblr.com/post/104742740875/dear-white-protestors
(even in the very protests that are about saying that black lives matter, how white entitlement and privilege emerges)

http://countryqueers.com/2014/12/14/white-appalachians-need-to-speak-out-against-racism-in-our-communities/
(great call to action for white rural folks to be talking about racism in our communities)

Local:
Wisconsin: http://www.wisconsinhistory.org/turningpoints/tp-049/


At UW-Madison:


As a parent, I'm often trying to think of creative ways to engage my kids in understanding racism, white privilege and power at their levels of learning, always being open to their questions. Our conversations have evolved over time from when they were younger focusing on 'the behavior' and not the person, to reading books by authors of color, to taking part in protests and discussing the reasons behind the Black Lives Matter movement. I don't always say the right things, but I'm committed to continuing to try. Ultimately, I hope they feel empowered to send a message, help someone and take actions for racial justice. One project we did recently was invite neighborhood families to design a racial justice sign. Kids (ages 8-14) picked out scrap pieces of wood at a local Makerspace (Sector67), then created a sign in Inkscape to match their piece of wood. We then uploaded their designs to either a laser cutter or wood carving CNC machine. The result were some very happy kids who took pride in their work for racial justice.

~ Laura McNeill