



THE INSTITUTE FOR NONVIOLENCE IN LOS ANGELES

# FACING RACISM AND BIGOTRY IN LOS ANGELES

IMPACTFUL FUNDING PROVIDED BY THE CALIFORNIA ENDOWMENT  
IN PARTNERSHIP WITH THE YWCA OF GREATER LOS ANGELES, THE YMCA OF METROPOLITAN  
LOS ANGELES AND PACIFIC OAKS COLLEGE

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# INSTITUTE FOR NONVIOLENCE IN LOS ANGELES FACING RACISM AND BIGOTRY IN LOS ANGELES

**DAYS OF  
DIALOGUE**

For better understanding  
of this dialogue please listen to  
the excerpted podcast:

Full podcast available <https://podcasts.apple.com/us/podcast/theleaked-tape-that-upended-l-a-politics/id1563351107?i=1000582404285>

Leaked Tape Podcast.mp3  
22 minute excerpt  
available at [www.daysofdialogue.org](http://www.daysofdialogue.org)



## Family Statement in Reaction to Comments of Nury Martinez, Kevin de Leon, Gil Cedillo & Ron Herrera

We are appalled, angry and absolutely disgusted that Nury Martinez attacked our son with horrific racist slurs, and talked about her desire to physically harm him. It's vile, abhorrent, and utterly disgraceful. The City Council needs to remove her as Council President immediately, and she needs to resign from office. Any parent reading her comments will know she is unfit for public office.

We love our son, a beautiful, joyful child, and our family is hurting today. No child should ever be subjected to such racist, mean and dehumanizing comments, especially from a public official. It is painful to know he will someday read these comments. We are equally angry and disgusted by the ugly racist comments about our son from Kevin de Leon and Ron Herrera, who should also resign their posts, and by the tacit acceptance of those remarks from Gil Cedillo. It hurts that one of our son's earliest encounters with overt racism comes from some of the most powerful public officials in Los Angeles.

As parents of a Black child, we condemn the entirety of the recorded conversation, which displayed a repeated and vulgar anti-Black sentiment, and a coordinated effort to weaken Black political representation in Los Angeles. The conversation revealed several layers of contempt for the people of Los Angeles, and a cynical, ugly desire to divide the City rather than serve it.

-Mike Bonin & Sean Arian



Protesters disrupt the start of a Los Angeles City Council meeting on Oct. 12, 2022 in Los Angeles. Los Angeles City Council President Nury Martinez announced Tuesday she is taking a "leave of absence" from the council two days after audio leaked of her racist remarks in a meeting last October, the

## LOCAL NEWS

### L.A. City Council declares racism a public health crisis

by: Erika Martin  
Posted: Jun 25, 2020 / 03:17 PM PDT  
Updated: Jun 25, 2020 / 03:37 PM PDT

Racial justice protesters rally  
Getty Images

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This is an archived article and the information in the article may be outdated. Please look at the time stamp on the story to see when it was last updated.

Los Angeles joined other cities across the nation in declaring racism a public health crisis, vowing to better address the systemic inequities that adversely affect Black and Latino residents' well-being.

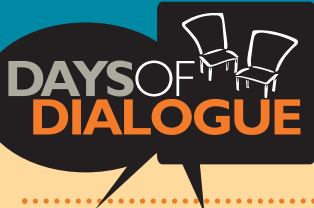
With a unanimous vote Thursday, the City Council adopted a resolution to "recognize racism as a root cause of poverty and constricted economic mobility."

The measure was authored by the council's three Black members, Herb Wesson, Curren Price and Marqueece Harris-Dawson.

**Pre-Dialogue: Participants listen to excerpts from the leaked audio.**

**The purpose of this Day of Dialogue is to facilitate dialogues about racial equity and healing.**

"A dialogue is an organized but informal gathering in which community members discuss issues of interest or community concerns. Anyone who has an opinion and cares enough to voice it can participate, regardless of age, ethnicity, education level, religion, etc."—Institute for Nonviolence in Los Angeles



# Quotes:

The California Legislative Black Caucus said the recording “reveals an appalling effort to decentralize Black voices during the critical redistricting process.” Redistricting occurs every 10 years and can pit groups against each other in attempts to gain political advantage in future elections.

“The horrific statements by the highest officials in local government” were just part of a plan to dilute the Black vote and power in our community. There was a real plan of Black erasure, of people who have been here a long time building this city.  
— Rev. Eddie Anderson, McCarty Memorial Christian Church

“These kinds of comments directed toward Indigenous people from non-Indigenous people from Mexico, Guatemala, etc — it’s a different kind of layer of racism.” — Lynn Stephen, Anthropology Professor, University of Oregon

Gaspar Rivera-Salgado, of Oaxacan ancestry who now directs the Center for Mexican Studies at the University of California, Los Angeles, said that too often the “tremendous diversity” of the Latino population in the United States is overlooked.

“If you say Latinos, you are lumping together Nury Martinez, Ted Cruz, everybody,” he said. Ms. Martinez is Mexican American; Mr. Cruz, the Texas senator, is the son of a Cuban immigrant. But their lived experiences are completely different, Mr. Rivera-Salgado said.

<https://www.nytimes.com/2022/10/14/us/latino-racism-oaxacan.html>

“I am disappointed by those racist remarks. Anti-Blackness has no place in Los Angeles.”  
— Eric Garcetti, Former Mayor, City of Los Angeles

“I also think there was a lot of hurt. The councilperson you mentioned whose Black child was called a monkey, I mean, he made an impassioned speech, tearful speech, that really, I think, captured that kind of hurt...” — Erika D. Smith, LA Times

“President Joe Biden believes all those heard on the leaked audio should resign and be held accountable for their actions and speech.” — Karine Jean-Pierre, White House Press Secretary, USA Today Published 1:32 PM ET October 11, 2022

“I really do not want to be here today, I want to be home with my family right now,” he said. “Public officials are supposed to call us to our highest selves, and these people stabbed us and shot us and cut the spirit of Los Angeles.”  
— Unidentified community member

“First you must resign, and then ask for forgiveness,” — Councilman Mike Bonin

“Redistricting is a difficult process because it tends to be zero-sum in its politics. To see decades of work wind up being trashed in a conversation and solidarity put at risk in that conversation is devastating.”  
— Dr. Manuel Pastor, USC Equity Research Institute.

“The racist words heard during the October 2021 conversation were extremely painful to hear.” — Rev. John Cager

“The last 72 hours has created another crisis in our city, exposure of a racial divide, racial attacks by city leaders and the pain that it caused.” — Mayor Karen Bass



# A Place to Start RESEARCH & STATISTICS

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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.

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## • 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.

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## • 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/>

# RESEARCH & STATISTICS

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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.

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*continued on next page*



# RESEARCH & STATISTICS

## • 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



# RESEARCH & STATISTICS

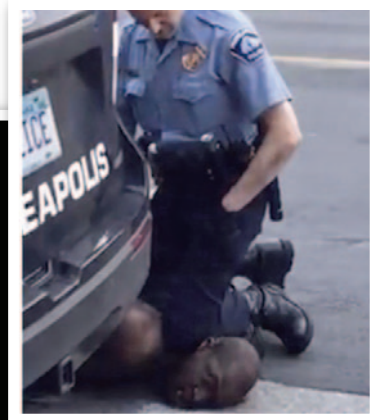
interpersonal), and internalized. This Advisory focuses on institutionalized or structural racism, which has been less studied than interpersonal racism. Race is a social construct and primarily based on phenotype, ethnicity, and other indicators of social differentiation that result in varying access to power and social and economic resources.” — [from https://www.ahajournals.org/doi/10.1161/CIR.0000000000000936](https://www.ahajournals.org/doi/10.1161/CIR.0000000000000936)

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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.

# TIMELINE

## CIVIC DIALOGUE TOPICS HAVE INCLUDED:

- **2022**  
■ DAYS OF DIALOGUE ON FORGING A PATH IN DIVIDED TIMES: RACISM, GUN VIOLENCE & POLICING IN AMERICA ■
- **2021**  
■ DAYS OF DIALOGUE ON GUN VIOLENCE PREVENTION ■
- **2020**  
■ DAYS OF DIALOGUE: RACISM, POLICING, THE PANDEMIC + BEYOND ■
- **2019**  
■ DAYS OF DIALOGUE ON JUVENILE JUSTICE ■
- **2018**  
■ DAYS OF DIALOGUE RECLAIMING TOLERANCE AND CIVILITY IN THE FACE OF VIOLENCE ■
- **2015-2020**  
■ DAYS OF DIALOGUE ON BRINGING US TOGETHER ■ DAYS OF DIALOGUE ON THE FUTURE OF POLICING ■
- **2014**  
■ DAYS OF DIALOGUE ON POLICE COMMUNITY RELATIONS IN THE AFTERMATH OF MICHAEL BROWN AND EZELL FORD ■
- **2013**  
■ GUN VIOLENCE PREVENTION: A LEADERSHIP DIALOGUE TRAINING ■  
■ DAYS OF DIALOGUE ON THE DEATH OF TRAYVON MARTIN: UNFINISHED BUSINESS ■  
■ EFFECTIVELY UNDERSTANDING CULTURAL RELATIONS ■
- **2012**  
■ UNVEILING THE TABOO: DAYS OF DIALOGUE TO PREVENT CHILD SEXUAL ABUSE ■  
■ NO EXCUSES: A DAY OF DIALOGUE ON CREATING A BETTER FUTURE ■  
■ FROM WRECKAGE AND RUIN...THE ROAD TO REBIRTH: A DAY OF DIALOGUE ON THE ECONOMIC CRISIS AND COMMUNITY HEALTH ■  
■ 20TH ANNUAL EMPOWERMENT CONGRESS SUMMIT ■  
■ LEADERSHIP DIALOGUE - 20 YEARS LATER: A DAY OF DIALOGUE ON CIVIL UNREST ■
- **2011**  
■ EMPOWERMENT CONGRESS SUMMIT: EMPOWERED TO REALIZE THE DREAM ■
- **2010**  
■ ANNUAL EMPOWERMENT CONGRESS ■  
■ RAMPART/WESTLAKE LAPD COMMUNITY DIALOGUE ■  
■ EMPOWERMENT CONGRESS YOUTH SUMMIT ■
- **2009**  
■ PACIFIC PALISADES HIGH SCHOOL YOUTH DIALOGUE ON STREET RACING AND SCHOOL SAFETY ■  
■ BUDGET SUMMIT: WE ARE THE SECOND DISTRICT EMPOWERED FOR CHANGE ■  
■ SUSTAINING QUALITY SERVICE AFTER THE BUDGET CRISIS ■
- **2008**  
■ THE SUNLAND TUJUNGA COMMUNITY DIALOGUE ■
- **2007**  
■ THE POWER OF PEOPLE: EDUCATE, ENGAGE, EMPOWER ■  
■ WORKING TOGETHER FOR BETTER HEALTH CARE (PARTNERSHIP WITH CALIFORNIA SPEAKS) ■  
■ LAUSD SECONDARY TRANSITION EDUCATION PROGRAM (STEP) ■
- **2006**  
■ CONFRONTING VIOLENT CRIMES: OUR COMMUNITIES, CONTINUING CHALLENGE ■  
■ CONSTRUCTIVE RESPONSES TO 9/11: CONFRONTING OUR FEARS, WORKING TOGETHER, MOVING AHEAD ■  
■ EMPLOYMENT OPPORTUNITIES FOR MENTAL HEALTH CONSUMERS: CHALLENGES, OPPORTUNITIES, AND SUCCESSSES ■  
■ DIALOGUE ON DISCRIMINATION IN THE LOS ANGELES CITY FIRE DEPARTMENT ■  
■ IMMIGRATION, RACE, & JOBS: VALID JUSTIFICATION FOR INTERCULTURAL CONFLICT ■  
■ IS OUR COMMUNITY HEALTHY? ENERGIZING & MOBILIZING AROUND PREVENTION, ACCESS & EDUCATION ■  
■ SCHOOLS, COMMUNITIES & SAFETY IN SOUTH L.A. ■  
■ SCHOOLS, COMMUNITIES, AND STUDENT SAFETY: VIEWPOINTS FROM SANTEE HIGH ■
- **2006**  
■ SEEKING APPROPRIATE RESPONSES TO PREDATORY PRACTICES IN THE SUB-PRIME LENDING MARKET ■
- **2005**  
■ A DAY OF DIALOGUE ON THE DEVIN BROWN SHOOTING ■  
■ HOMELESSNESS: OUT OF SIGHT, OUT OF MIND? ■  
■ IS OUR COMMUNITY HEALTHY? ENERGIZING AND MOBILIZING AROUND PREVENTION, ACCESS, & EDUCATION ■  
■ VIOLENCE IN OUR SCHOOLS: A DIALOGUE AMONG PRINCIPALS ■  
■ VIOLENCE ON WESTERN AVENUE: ENOUGH IS ENOUGH ■  
■ WHERE IS THE SAFETY NET? ■
- **2004**  
■ STATUS OF EFFECTIVE LAW ENFORCEMENT AND POLICE REFORM ■
- **2003**  
■ AFFIRMATIVE ACTION: THE NEXT FOUR YEARS ■  
■ MAKING A DIFFERENCE: FROM WORDS TO ACTION ■
- **2002**  
■ FROM TRAGEDY TO TRANSFORMATION: L.A. AFTER 9/11 ■  
■ REMEMBERING THE RIOTS ■  
■ UNITED COMMUNITIES TO STOP VIOLENCE ■
- **2001**  
■ CARSON TOWN HALL ON SECESSION FROM LAUSD ■  
■ CARSON UNITY DIALOGUE: UNITY STARTS WITH YOU ■  
■ COMING TOGETHER IN A TIME OF CRISIS ■  
■ HOUSING DISCRIMINATION AGAINST FAMILIES & CHILDREN: SAN GABRIEL VALLEY ■  
■ HOUSING DISCRIMINATION BASED ON SEXUAL ORIENTATION, FAIR HOUSING COUNCIL ■  
■ TEEN SUMMIT ON RACE RELATIONS ■  
■ VIOLENCE AGAINST WOMEN DIALOGUE ON SEXUAL ASSAULT DENIM DAY LOS ANGELES ■
- **1996**  
■ DAY OF DIALOGUE ON RACE RELATIONS & DOMESTIC VIOLENCE ■  
■ DAY OF DIALOGUE ON RACE RELATIONS & DOMESTIC VIOLENCE, YOUTH & FAMILY ISSUES ■
- **1995**  
■ DAY OF DIALOGUE ON RACE RELATIONS & AFFIRMATIVE ACTION ■  
■ DAY OF DIALOGUE ON RACE RELATIONS ■  
■ NEIGHBOR TO NEIGHBOR DIALOGUES ■



# FACING RACISM AND BIGOTRY IN LOS ANGELES

# DIALOGUE GROUND RULES

DAYS  
DIALOGUE



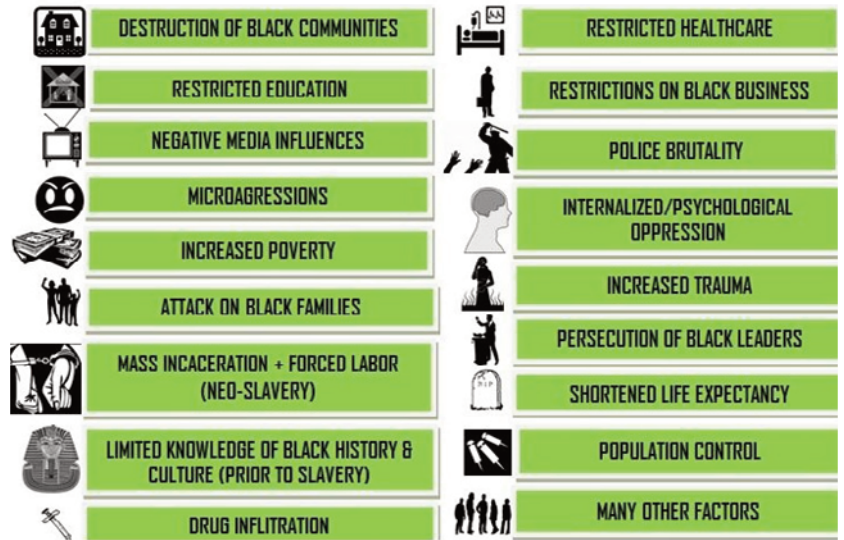
The following guidelines have proven very useful in creating an environment for honest and productive dialogue.

- **Speak openly and honestly**
- **Listen carefully and respectfully to each person**
- **Explore differences respectfully and look for common ground**
- **Trust that the facilitator has the best interest of the group at heart**
- **Silence cell phones (unless the group agrees otherwise)**
- **Be respectful of the opinions of others**

## Questions:

1. Introduce yourself and indicate how you identify yourself, racially, culturally and/or ethnically, if at all.
2. How do you believe others see you through the lens of race, culture and/or ethnicity?
3. What, if any, impact have racism and/or bigotry had on you or people that you care about?
4. What coalitions of ethnicities have you witnessed in Los Angeles, if at all? What are some recent examples of policy that have benefited various groups in Los Angeles?
5. During a public LA City Council meeting, someone said, "Brown political power cannot be rooted in Black erasure." What are your thoughts on the comment?
6. What, in your opinion, is the best way to ensure diverse representation on our City Council?
7. What are your thoughts about the words spoken by members of the L.A. City Council about Black, Oaxacan, Jewish, LGBTQIA+ (Lesbian, Gay, Bi-sexual, Transgender, Queer, Questioning, Intersex, Ally plus others), children and others?
8. What are your thoughts about the words spoken by a Labor Leader about various groups of people?
9. What feelings, thoughts, and reflections are you holding at this moment? For yourself? Your family? Your community?
10. How can the City of Los Angeles best demonstrate a commitment to diversity, equity and inclusion? What role, if any should the City Charter play in advancing diversity, equity and inclusion?
11. What actions do you believe are appropriate to take to overcome institutional racism in city government?
12. Is it possible to reckon with and repair the harm and trauma caused by the comments made by city council members? What obstacles stand in the way of moving forward?
13. According to some studies, "Ultimately, income inequality is pricing lower-income households out of housing markets," says lead author Thomas Byrne, an assistant professor at Boston University who studies housing. What is the best way to address the disproportionate rates of housing insecurity and homelessness among Black, Indigenous and People of Color?
14. Inequality.org states, "Over 20 percent of our nation's income flows to the top 1 percent. The top 1 percent's share of our country's wealth is approaching 40 percent. Our top 0.1 percent hold roughly the same share of our wealth as our bottom 90 percent." What are the most effective ways to reverse the dramatic income inequality evident in America right now?
15. What essential actions must we take to build and sustain trust across our diverse communities in our collective work to fight systemic racism?
16. How can long-held stigma about addressing mental health challenges and trauma be addressed within each group of our diverse community? How can the experiences of other communities in confronting stigma be instructive?
17. Intergenerational trauma related to racism and bigotry have caused harm to many people. How are those harms appropriately addressed?

## EXAMPLES OF HOW BLACK PEOPLE ARE AFFECTED BY RACISM

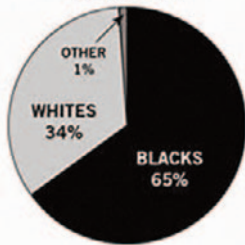


Black Awakening Movement

### POPULATION



### ARRESTS



## TYPES OF RACISM

### 1 Structural

Social, economic or political systems featuring public policies and practices, cultural representations and other norms that perpetuate inequities.

### 2 Institutional

The policies and practices within and across institutions, like schools, that put certain racial groups at a disadvantage.

### 3 Individual/Implicit bias

Face-to-face or covert actions toward a person that express racial prejudice, hate or bias.



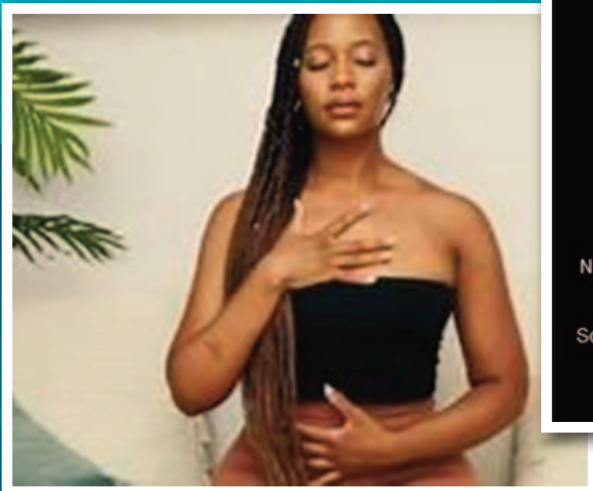
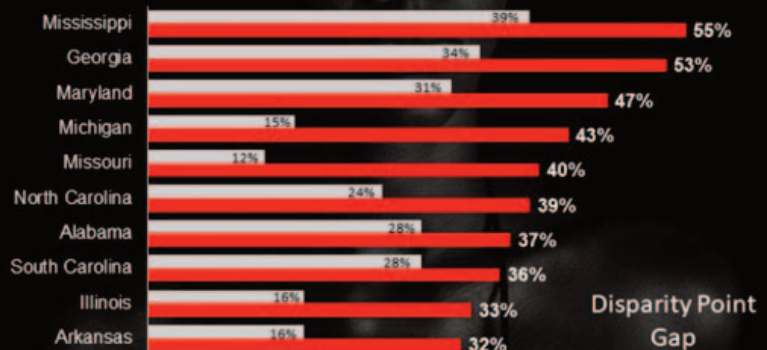
## Black COVID-19 Disparity

Comparing Black COVID-19 positive test results as of April 22<sup>nd</sup> 2020 in states where race is counted



### AFRICAN AMERICANS AS:

■ % OF POPULATION vs ■ % OF COVID19 CASES







Hundreds from the Oaxacan community, along with prominent leaders from indigenous communities across California, finish their March for Justice for a rally at City Hall in downtown Los Angeles Saturday. (Genaro Molina/Los Angeles Times)



ASIAN AMERICA

## Anti-Asian hate crimes increased 339 percent nationwide last year, report says

The report also points out that Black Americans remained the most targeted group in terms of hate crimes.







# RESOURCES:

Unpopular Opinion: Our Latino Families Are Pretty Racist, Josephine DeBono, Contributing Writer

<https://thecolgatemaroonnews.com/38760/commentary/unpopular-opinion-our-latino-families-are-pretty-racist/>

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

<https://www.essence.com/news/anti-black-racism-tanya-k-hernandez-racial-innocence/>

The Latinos of Asia, How Filipino Americans Break the Rules of Race, Anthony Christian Ocampo

[https://www.sup.org/books/title?id=23819&bottom\\_ref=subject](https://www.sup.org/books/title?id=23819&bottom_ref=subject)

Anti-Latino Racism, the Racial State, and Revising Approaches to “Racial Disparities”

[https://journals.lww.com/jphmp/fulltext/2022/01001/anti\\_latino\\_racism,\\_the\\_racial\\_state,\\_and\\_revising.3.aspx](https://journals.lww.com/jphmp/fulltext/2022/01001/anti_latino_racism,_the_racial_state,_and_revising.3.aspx)

Key Data on Health and Health Care by Race and Ethnicity

<https://www.kff.org/racial-equity-and-health-policy/report/key-data-on-health-and-health-care-by-race-and-ethnicity/>

The mental health impact of anti-Asian racism <https://www.apa.org/monitor/2021/07/impact-anti-asian-racism>

Racism as Public Health Crisis: Assessment and Review of Municipal Declarations and Resolutions Across the United States

<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC8385329/>

Gender, Race, and Diversity Values Among Local Government Leaders <https://journals.sagepub.com/doi/full/10.1177/0734371X19865009>

Government's equity imperative. The path toward systemic change

<https://www2.deloitte.com/us/en/insights/industry/public-sector/bias-discrimination-racial-equity-government.html>

Structural interventions that affect racial inequities and their impact on population health outcomes: a systematic review

<https://bmcpublichealth.biomedcentral.com/articles/10.1186/s12889-022-14603-w>

**THIS DIALOGUE GUIDE IS DEDICATED TO OUR LONG TERM PARTNER AND PRINTER, ERIC JOHNSON, WHO LEFT THIS WORLD ON KING DAY 2023. WE LOVE YOU ERIC AND APPRECIATE ALL YOUR WORK IN MAKING DAYS OF DIALOGUE BEAUTIFULLY PRESENTED TO MEMBERS OF THE PUBLIC. THANK YOU!**

All facilitators volunteer with the Institute for Nonviolence in Los Angeles (INVLA). They have received their training from various entities, including but not limited to The LA City Attorney's Office Dispute Resolution Program; Straus Institute for Dispute Resolution at Pepperdine; USC Gould Master in Dispute Resolution; and the Cal State Dominguez Hills Negotiation Conflict Resolution & Peacebuilding Program, working in partnership with the Peace in Education (PIE) program. Our partnerships include Mediators Beyond Borders; Southern CA Mediation Association; Kids Managing Conflict; USC Civic Engagement; LAPD Community Outreach Development Division; and the Empowerment Congress. When not volunteering with INVLA, our facilitators are professional mediators; artists; educators; students; lawyers; psychologists; journalists; social workers; faith leaders; entrepreneurs; and community organizers.

The sincere thanks of the Institute for Nonviolence in Los Angeles and Days of Dialogue is extended to all of our talented and committed volunteer facilitators. Your ongoing support is invaluable to the work we accomplish.

Those people listed below have worked with us consistently – some for many years – and have provided important feedback for planning of the 2023 series of dialogues.

Charlotte Dobbs  
Rabbi Steven Jacobs  
David Miller

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## SPONSOR

The Institute for Nonviolence in Los Angeles wishes to acknowledge the California Endowment for its impactful funding which initiated this series, “Days of Dialogue on Facing Racism and Bigotry in Los Angeles”