

How to End Racism?! What can be done!?

Four steps that may help our nation and our world solve the problem of racism.

PLUS, an outline of solutions.

Two guys sit down together for lunch. One black. One white. They begin a conversation: how do you end racism?

The black guy says it will never end because humans do not want it to end. “Human beings like being racist,” he said.

“Now that’s provocative!” said the white guy. The discussion continues.

They agree first that they need to align on the definition of racism. They each pull out their phones and look up the word.

rac·ism

/ˈrɑːsɪzəm/

noun

1. prejudice, discrimination, or antagonism directed against a person or people on the basis of their membership in a particular racial or ethnic group, typically one that is a minority or marginalized.

Similar: racial discrimination, racialism, racial prejudice/bigotry, xenophobia, chauvinism, bigotry, bias, intolerance, anti-Semitism, apartheid

2. the belief that different races possess distinct characteristics, abilities, or qualities, especially so as to distinguish them as inferior or superior to one another.

“Wait... wouldn’t that make *everyone* racist?” they ask each other. If people understand the real definition of the word they will come to this conclusion. Note, the definition does not say “white” or “black” or any other race. It applies to all races.

Furthermore, it is impossible for any human being, that understands race, to not be racist. Human beings have biases. We have different likes and dislikes. We discriminate. Therefore, everyone is racist by definition.

The black guy states, “Racism does not discriminate! This is what people should understand.”

Quick Racism Test: think of one difference between your race and another race. Got it? There you go. You are racist. We know that differences exist. We know race. We are racist.

The two men in this tale return to the original question. They agree that we all want to eliminate the barriers that divide us...so how do we do it? If we are all racist, how do we end racism? Can we end racism? Should we end racism?

Together, the black guy and the white guy agree on these steps.

Step 1: Gain alignment on the definition. Don't accept the smoke and mirrors. Challenge the use of the word. Is the word "racist" used to divide us, or is it used to help bring us together? This discussion between these two men was clearly intended to "bring them together."

Step 2: Acceptance. Accept your inner racist. You are not alone. You are a member of the largest community in the world.

Step 3: Exploration. Use the format proposed here to increase knowledge. Start or attend a conversation. Join the Common Ground Network and Tennessee Immigrant and Minority Business Group – increasing understanding of the common ground-seeking STEPS. Be proactive – intentional - and on-going with the *positive* conversations.

Step 4: Empowerment. Empower your loved ones and your community.

By Kip Dodson, industrial engineer, MBA and entrepreneur, principal of Dodson Management Consulting (DodsonMC.com), co-founder and board member of Empower Local, board member of TIMBG.org and owner of A Moment's Peace Salon & Spa; and Professor Donovan Robertson, MBA, co-founder of Community Capital Investment Group and a former Fisk University Professor.

How to end racism - what can be done about it!!

Solutions	Who supports this?	Resources about it
Start a discussion about it.	TIMBG, well intentioned people	www.TIMBG.org
Stop talking about it	Morgan Freeman, Lil Wayne, Booker T Washington, Denzel Washington	https://youtu.be/_JYX1ntZfnM
Common Ground Network	Drs. Ming Wang and Rice Brooks	https://commongroundnetwork.org/
HOLA.org	Sandra Lee	https://www.holatn.org/
The Table	Lee Molette II	https://thetableaction.com/about-us/
The Constitution	We the People & Joni Bryan, founder of 917 Society	https://www.917society.org/
In God we Trust - follow our creator's intentions.	Your belief system and those of others	