



City of Worcester Community Dialogues on Race

Session 6: Monday June 29th, Economic Development, Technical High School

Purpose of tonight's dialogue:

Discuss the role of business leaders, residents, educators, and policymakers in developing a local economy that advances the economic needs of everyone in our community.

Desired outcome for tonight's dialogue

- ➔ **1.** A list of perceptions for how economic development is or is not furthering people of color's needs.
- ➔ **2.** A list of ideas for how we can dismantle racism by working together for a more equitable local economy for all residents in the city.

Definition of Racism

For purposes of these dialogues, racism = prejudice + power, a common phrase in the field. It is also described as a system of oppression based on the socially constructed concept of race exercised by the dominant racial group (whites) over non-dominant racial groups. Racism operates on 4 levels: Internalized, Interpersonal, Institutional, and Structural. The relationship and behavior of these four levels allows racism to perpetuate itself generation after generation. Systems perpetuate racial inequity and no longer need racist actors or to explicitly promote racial differences in opportunities, outcomes and consequences to perpetuate racial disparities and inequities.

For more details go to www.racialequitytools.org

Questions to consider:

30 minutes

Brainstorm and discuss a list of answers to this question:

- 1. What are the perceptions of how economic development is furthering or not furthering people of color's needs? What are some stories to illustrate your perceptions?**

30 minutes

Brainstorm and discuss a list of answers to this question:

- 2. What can residents, policymakers and business leaders do to help dismantle racism through economic development in our city?**

10 minutes

Facilitator and Notetaker determine with the group the 6 answers (3 points per question) you wish to share for your group's report back.