



INTERFAITH COMMUNITIES FOR DIALOGUE (ICD)

DISCUSSION QUESTIONS AND ACTION IDEAS

WORKSHOP #1: Understanding Racism

Discussion Questions

1. *Which analogy speaks to you the most? (Room with door, garden, cliff) In what ways have you seen each of these at play in your life?*
2. *How can understanding the broader context help us to address the root causes of disadvantage?*
3. *How will you disrupt these patterns?*

Ideas

WORKSHOP #2: Racism in the Education, Police, and Judicial Systems

1. *How does parental involvement influence these areas?*
2. *What questions should we be asking policy-makers?*
3. *What ways can you as a community member step in?*

Ideas

WORKSHOP #3: [Systemic Racism in Health and Housing](#)

Housing

Discussion Questions

1. What are our own personal implicit biases that can affect housing patterns in our area?
2. How has the history of redlining affected housing in our area?
3. What changes are needed in governmental, institutional, and corporate policies to assure equity of opportunity in housing access?

Ideas

1. Tax credits toward purchasing a first home.
2. Making sure that segregation is not encouraged in drawing school districts lines.
3. Creating citizen input into Housing and Planning organizations that create fairness in land use and development policies.
4. Creating ethnically and economically diverse and mixed communities where all are able to access transportation and needed community services.
5. Use FC planning groups such as the Chairman's Taskforce on Equity and Development, One Fairfax and the Human Rights Commission to create opportunities for all populations.

Health Access

Discussion Questions

1. How has COVID disproportionately impacted communities of color?
2. How are the impacts of climate change and evolving work patterns disproportionately affecting communities of color?

Ideas

1. Identify inequities in access to health care.
2. Use positive zoning and transportation access to make sure access is guaranteed to all.
3. Identify implicit biases that interfere with access.

WORKSHOP #4: Building Bridges for Racial Justice

Discussion Questions

Ideas (from breakout group discussions)

COMMUNITY-BUILDING:

1. Opening your place of worship; invite neighbors in the community
2. Outreach to students to build understanding
3. Community outreach to build friendships/relationships/partnerships
4. Being a good neighbor translates to community action
5. Book club/book discussions – diversity training and effecting change
6. Leadership to change the faith (or other, such as military) community that you're a part of
7. Justice for Juniors – working with incarcerated youth; mentorship; educating about legal status; providing motivation

HEALTH:

1. Educate people about risk factors
2. Sharing resources
3. Maternal health disparities
4. Advocacy for individuals
5. In all of our self-interests to pursue health equity for all (COVID-19 puts it in stark focus)

EDUCATION:

1. After-school support, mentoring, tutoring
2. Addressing needs of homeless students

HOUSING:

1. Understanding white privilege and its historical impact on current housing disparities
2. Importance of inequities in access to credit and income
3. Faith-based organizations may be able to help:

- a. vouch for low-income families to overcome negative credit record
- b. support families while they get on their feet
- c. Contact federal agencies to press for overcoming credit barrier
4. Incentivize companies that own or are constructing multiple buildings to include affordable housing units
5. Support efforts of One Fairfax, Northern Virginia Affordable Housing Alliance, others

POLICE/JUDICIAL:

1. Provide opportunity for individual citizens to get a first-hand experience of criminal justice system; e.g., observing courtroom (ride along type)

WORKSHOP #5: [Racism: Costs For Everyone And Ways To Prosper Together](#)

Discussion Questions

1. What is your view of the “zero sum” concept?
2. How have policies and practices which excluded targeted groups affected you?
3. Describe your vision of an equitable future
4. What role do you see for faith communities in overcoming zero sum thinking and systemic racism?

Ideas from breakout groups:

1. Begin with ourselves and become “bridge people”
2. Within our faith communities, build greater understanding and intentionally welcome diversity and inclusivity.
3. All are diminished by a zero-sum perspective.
4. Faith communities can benefit from greater awareness of community needs and resources including inequities in housing, education, health, and law enforcement.

Ways to engage suggested by speaker Karla Bruce:

1. Influence policy and legislation – including at the most local level
2. Mobilize neighborhoods and communities
3. Build coalitions and networks
4. Change organizational practices
5. Educate staff and volunteers
6. Promote community education and understanding (e.g., through programs such as this)
7. Strengthen individual knowledge and skills