

HANDOUT FOR CLASS ACTIVITY 3.1. CREATING MAPS FROM TEXT—EXCERPT FROM NMAC STRONG COMMUNITIES PROJECT



Excerpt of Study Findings	Small Maps
<p>Effective Practices for Addressing Racial Equity and Health Equity in Your Organization from The Annie E. Casey Foundation's (2014) Action Guide.</p> <p>1. Shared understanding and conversations about race The first of seven steps to advancing race equity within your organization is to “establish an understanding of race equity and inclusion principles.”</p> <p>Race-focused conversations often derail because people use the same terms in different ways. Also, a clear understanding and vision of racial equity and a shared language makes it easier to communicate and act to advance racial equity.</p> <p>A challenge in communicating effectively about race is moving people from a focus on individual racism to a more systemic awareness, by “name it, frame it, and explain it.” To make it easier to have conversations about race, focus the conversation on causes, effects, systems, and solutions.</p> <p>To help create shared understanding, use personal stories and project widely shared values, such as fairness, equity, inclusion, unity, and dignity.</p>	

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