FERGUSON COMMISSION MEETING
April 13, 2015
Racial Equity & Reconciliation Discussion Findings
Almost Nine of Ten Attendees Reside in Either St. Louis County or St. Louis City
ELECTRONIC POLLING RESULTS

Eight of Ten Attendees Work or Attend School in Either St. Louis County or St. Louis City

- St. Louis City, MO: 51%
- St. Louis County, MO: 33%
- St. Charles County, MO: 0%
- Madison County, IL: 2%
- Other: 13%
ELECTRONIC POLLING RESULTS

Gender Distribution

Male 46%
Female 54%
An Equal Proportion of Attendees Identify as Black or White, Comprising the Majority
ELECTRONIC POLLING RESULTS

Age Distribution of Attendees

- 65 and over: 26%
- 55 to 64 years: 26%
- 45 to 54 years: 15%
- 35 to 44 years: 19%
- 22 to 34 years: 14%
POLLING RESULTS
RACIAL EQUITY AND RECONCILIATION

RECAP FROM MEETING #8
MARCH 25, 2015
94% of Attendees Report They Do Not Avoid Conversations About Race
The Majority of Attendees Do Not Believe Reverse Discrimination Exists

- Strongly disagree: 37%
- Disagree: 21%
- Unsure: 15%
- Agree: 22%
- Strongly agree: 5%
ELECTRONIC POLLING RESULTS

Four of Ten Attendees Are Confident Racial and Ethnic Relations Will Improve in the St. Louis Region

- Strongly disagree: 12%
- Disagree: 9%
- Unsure: 39%
- Agree: 27%
- Strongly agree: 13%
Nearly 72% Agree on *Focusing* on Black and White Relations

Nearly 80% Agree on Moving *Beyond* Black and White Relations
51% Strongly Disagree That the Commission’s Work Should Be Achieving a Colorblind Society
ELECTRONIC POLLING RESULTS

Practically All in Attendance (99%) Did Not Believe the Civil Rights Era Eliminated Racial Barriers

- Strongly disagree: 82%
- Disagree: 17%
- Strongly agree: 1%

According to a poll, practically all attendees did not believe that the Civil Rights Era eliminated racial barriers.
Almost 8 of 10 Attendees Agree or Strongly Agree People of Color Carry Negative Beliefs About Themselves & Their Race
95% of Attendees Believe White People Experience Benefits & Privileges Not Afforded to People of Color
Almost Three of Four Attendees Define Racism as Prejudice + Power

- Prejudice: 5%
- Negative attitudes and behavior: 11%
- Overt discrimination against another person or group: 10%
- Prejudice + Power: 74%
Eight of Ten Attendees Define Privilege as Systemic Advantage
PUBLIC DISCUSSIONS

- Public Open Mic Session

- Small Group Discussions:
  - Racial Equity & Reconciliation
Propose a path for reconciliation, restitution and healing for unity
Address historic and systemic discrimination (ex. Insurance industry)
Develop Systemic economic plan central to healing

Call for Healing

Call to pool resources for direct investment in development
The people should have a say in how the wealth gap is closed
“Trickle down” is “Good Ole Boy” authority

Economic Gap as Crisis

Organize local diversity experts to do something different
Sessions need to be on the ground and personal
Involve diverse set of leaders St. Louis Confluence conference cited as a model
RACIAL EQUITY & RECONCILIATION

IMAGE: If you could imagine a St. Louis that actively promoted and supported public discourse on racism, in your opinion, what would that look like?

- Dedicated and Intimate Community
  - Create opportunities to create, play and build relationships
  - Must include members of the faith community
  - Spaces must be intimate and transformative

- Comfort to Lean into Discomfort
  - Encourage discomfort to get to core issues, but create a safe space so people can “get real”

- Engage Youth and School Systems
  - Create courses that teach student racial equity as early as Pre-K
  - Mandate classes in civics
  - Ensure educators are trained
If you could imagine a St. Louis that actively promoted and supported public discourse on racism, in your opinion, what would that look like?

- **Innovate and Incentivize Communication**
  - Need to provide incentives for larger cross-section of the region to get involved beyond “the choir”
  - Encourage people to participate in racial dialogue to include discussion on transportation and food
  - Guided and structured conversations can be virtually moderated or real

- **Challenge Media Bias**
  - Need to address implicit bias in media

- **Broaden to a True Regional Dialogue**
  - Diversify groups to include courageous conversations from business leaders to elected officials

- **Miscellaneous**
  - Need to live a life modeling inclusivity. Can’t just talk about it.
CONTRIBUTION: What would your personal contribution to healing look like?

- **Address Implicit Bias in Institutional Policies**
  - I can advocate to elected officials
  - I can do “institutional audits” to access institutional racism
  - I can educate healthcare and educational systems

- **Confront My Own Bias**
  - I can acknowledge my own bias
  - I can challenge cultural norms in my own patterns of behavior (i.e. where I eat, shop or take my children)

- **Honor Reconciliation 24/7**
  - I can call out inappropriate comments in a way that can be heard
  - I can help support youth activism
  - I can use the Golden Rule
RACIAL EQUITY & RECONCILIATION

CONTRIBUTION: What would your personal contribution to healing look like?

- **Use Media, Communications and Art**
  - I can develop personal stories to counter narratives
  - I can support open art spaces
  - I can demand an increase in Black voices in the media

- **Be Open and Show Empathy**
  - I can smile and say hello to people who are different from me
  - I can be authentic
  - I can reinforce a spirit of cooperation

- **Promote Racial Dialogue on Healing**
  - I can promote Witnessing Whiteness programs
  - I can get people engaged in race dialogues
  - I can talk to and teach others about systemic racism

- **Emphasize Commonalities**
  - I can stress commonalities and common identities
  - I can look to dispel the concept of race for equity