Question 3
What are some of the barriers that are preventing better race relations in your community and what are some of the opportunities to create better bridges?

Easel Post-It Pg. 1

- Intentionally creating safe spaces:
    - Smaller
    - Where the people are
    - Relational
- Building Partnerships:
    - NFP
    - Sister Cities
    - Colleagues in other communities
- Build engagement from the ground up as well as top down
- Courage to change/affect policy when needed
- Be comfortable making mistakes
- Pay attention to who is & isn't at the table

Easel Post-It Pg. 2
- Not discussing the:
    - Issues/history/ "truth" due to discomfort or fear
- Cancel Culture doesn't allow for mistakes/missteps
- Lack of understanding empathy stemming from:
    - No experience w/ "Others"
    - No respect for "others"
- Mistrust of gov't
- Not seeing this as a gov't-controlled issue
- No Funding (City/volunteers)
- State & Federal impacts on our communities
- Extremism & Polarization leaves out moderates
- Blame Game
- Social Media/200m
- Age differences/post racial/civil rights era

Easel Post-It Pg. 3
- Not acknowledging the issue or that gov't shouldn't play a role
- Need to assess blame before we can discuss solutions
- Can be hard to acknowledge race in a mano-ethnic community
- Mistrust (gov't-media coverage) (Fed state pols)
- Politicization of everything

Question 3
What are some of the barriers that are preventing better race relations in your community and what are some of the opportunities to create better bridges?

- Lack of opportunity to discuss due to lack of exposure/div/babble
- Generational differences (race shouldn't matter) Post Civil Rights era
- Dialogue & safe space
- Create relationships &skip the blame. Build trust
- Use resources wisely build partnerships
- Lack of staff/resources in house to create the dialogue
- Lack of understanding other cultures leads to lack of respect/value
- Lack of knowledge of history lead
- Lack of knowledge of history lead to missed opportunities (what's the "real" history)
- Social media-everyone's platform
- Things like this-discussions/conferences/bringing together opposing views.

Easel Post-It Pg. 4
- Trust building w/ leaders, public servants
- Lack of empathy across racial & SE lines
- Lack of interaction & experience w/ "Others"
- ANGRY peeps/SE factor
- Zoom
- Lack of safe space & zero tolerance/canal culture/not able to make mistakes
- Lack of Div on council & Boards/comms/staff
- Lack of funding to do the work (disposable income)
- Lack of community support/discomfort
- Promote smaller spaces to have dialogue & build relationships
- Personal & meaningful conversations
- Find ways to build engagement from the ground up rather than only top down
- Utilize NFP sector to build/support
- Finding places where policy statements change is helpful/warranted
- Learning from other comms/building with experience
- Sister cities

Easel Post-It Pg. 5
- ***Social Media "Trolls"
- Discomfort
- MDOT/State decisions
- Intentionality in hiring & welcoming
- Self-reflection of our community history
- Extremism leaves ppl on the sideline/disengaged 'fearful' citizens

Question 3

What are some of the barriers that are preventing better race relations in your community and what are some of the opportunities to create better bridges?

- Mistrust of gov't grounded in history (how to overcome)
- Actions to rebuild trust/follow thru on promises/commitments
- Lack of honesty when it comes to the root causes /very surface
- Polarization of ppl/history/meanings
- Misunderstanding
- Lack of understanding & fear of being less
- Inclusive design of infrastructure w/comm-seeing that it adds time /complexity w/diverse & intentional audience
- Police reform including bargaining limits
- Safe space & authentic voices
- Get comfortable acknowledging mistakes
- Pay attention to who is/isn't at the table
- Take the discussion to the community