



VIRTUAL RACIAL JUSTICE JOURNEY

LOOKING IN, LOOKING OUT, & MAPPING A PATH TO CHANGE





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WELCOME

Dear People's Supper friends,

In the last four months, our country has witnessed the murders of Ahmaud Arbery, Breonna Taylor, and George Floyd: just a tiny fraction Black lives claimed by our nation's uninterrupted history of overt and covert racism. For far too long, we were told the problem was too big, or too complicated, or not a problem at all. Black people were left with perfunctory expressions of sympathy, and little promise of change.

No longer. We are witnessing a sea-change in the centuries-long fight for racial justice, thanks to the relentless organizing, visioning, and leadership of Black Americans. We find ourselves in a moment of reckoning: one that requires we acknowledge that our country has been built on white supremacy, and examine how it informs our systems and our lived experiences, and identify the work that anti-racism demands of each of us.

If we're really serious about doing the work of racial justice, we must consciously intervene to undo the systems that perpetuate marginalization.

To be clear: That work cannot be done over a dinner table. But we also believe that it can't be done without it.

In a speech at Cornell College in 1962, Dr. King stated,



I believe men hate each other because they fear each other and they fear each other because they don't know each other. They don't know each other because they don't communicate with each other and they don't communicate with each other because they are separate from one another.



We believe that social change moves at the speed of relationships, and that relationships move at the speed of trust. As the pandemic has made all too clear, no one individual or group or organization can tackle our biggest problems alone. We have to work together, and that demands we be able to talk with one another. To quote former Surgeon General Dr. Vivek Murthy, "relationship is the foundation of dialogue." And dialogue is the foundation on which we build something better. What does it take to honestly examine our own stories, and to listen as others share theirs? And how might we use those stories and the truths they reveal to create a more equitable future?

In the pages that follow, you'll find everything you need to host a series of racial healing suppers (whether virtually or in-person) — some across racial lines, some among people who share the same identities. Because this cannot be done in one night, we've broken it out into a five-part series, with suggested conversation-starters for each, guidelines and ground rules, facilitation tips, and resources for continued education, engagement, and support.

Together, we aim to strengthen our individual and collective resolve by speaking the truth about our experiences in the bodies and identities we occupy; to identify shared fears and the barriers that inhibit collaborative action; and to deepen trust and understanding of one another across racial lines, in order that we might overcome those barriers.

In solidarity,

Lennon Flowers, K Scarry, DJ Sims,
& The People's Supper Team

July 2020

¹"Dr. Vivek Murthy and Brené on Loneliness and Connection." Unlocking Us with Brené Brown. 21 April 2020. <https://brenebrown.com/podcast/dr-vivek-murthy-and-brene-on-loneliness-and-connection/>

ABOUT US

[The People's Supper](#) uses shared meals to build trust and connection among people of different identities and perspectives. Our work is born of a belief — to quote a popular adage — that “change moves at the speed of trust,” and that trust moves at the speed of relationships. It is guided by a simple question:

“WHAT NEEDS HEALING HERE?”

Since January 20, 2017, we've teamed up with ordinary people, schools, faith communities and neighborhood organizations and equipped them to host thousands of suppers in more than 120 cities and towns across the country, in order to strengthen our individual and collective resilience, and to repair the breach in our interpersonal relationships across political, ideological, and identity differences. We've worked with the Mayor's Office in Erie, PA, on a series of racial healing suppers, and with a group of leaders in education in Los Angeles, who operate in a highly competitive and politicized environment and feared that mistrust was inhibiting their ability to learn from one another. We've worked with dozens of partners, including the Bill & Melinda Gates Foundation, Righteous Persons Foundation, USC Center EDGE, Facebook, Duke Endowment, Obama Foundation, and more.

The People's Supper is housed by [The Dinner Party Labs](#), which works to transform some of our hardest conversations and most isolating experiences into sources of community support, candid conversation, and forward movement using the age-old practice of breaking bread. Our co-founders at the [Faith Matters Network](#) — which works to equip faith leaders, community organizers, and activists with resources for spiritual sustainability — continue to serve in a consulting capacity.



PURPOSE

This supper series is designed to help community leaders break down barriers and deepen trust and understanding of one another across lines of differences of race and identity. By tackling subjects we tend to avoid head-on, we aim to identify shared fears and the barriers that keep us from collaborative action, in order that we may overcome those fears and work toward solutions.



WHO IS THIS FOR?

The series is intended for any established multiracial community — civic leaders within the same city or town, employees of a particular company or institution, or members of a school or a faith community — who wish to have an honest conversation about race, and to chart a collective path forward.

Your first step is to look at who's already around you, and to identify folks with whom you share some form of communal proximity.



DEFINING YOUR WHY

Be specific about your why. “Specificity is a crucial ingredient,” writes Priya Parker in *The Art of Gathering*. “The more focused and particular a gathering is, the more narrowly it frames itself and the more passion it arouses.”² Defining your purpose is critical to crafting a compelling invitation, and key to setting the right tone as you kick off the gathering.

Be specific about what you want to achieve, and keep in mind all the reasons someone might not want to sit down, so that you can design the series in a way that will assuage their doubts. When it comes to sitting down across racial difference, for example, someone who’s experienced marginalization will want to know that this isn’t just about more talk, but about getting to right action, and realizing a more equitable future.

The same is true when it comes to sitting down across political differences. We found early on that political polarization in the abstract is not a sufficient enough reason to gather. Progressives often view sitting down across ideological differences as an act of complicity, while conservatives view it as a ruse for a lecture. Both sides fear being disrespected.

But many of us can point to relationships we fear we’ll lose, whether that’s with a parent or with a grandchild or a colleague. We can point to empty apologies, and the refusal for repair. We can think of conversations that have descended into name-calling on Facebook, and conflicts at work that simmered in silence. We find ourselves longing for conversations that don’t suck, and the skills and spaces that allow us to be in better relationship with one another, in ways that do not ask us to compromise our own worth or humanity.

Consider what’s unique about your community — both how the problem of racial injustice manifests within your community, and the strengths that will help you collectively meet this moment. In our work in Erie, it was a USA Today article that named the city the worst in America for African Americans to live. In Northern Virginia, it was the moment a photo surfaced of the state’s governor in blackface, followed by the death of George Floyd, and the protests that ensued. In Oak Ridge — a town in eastern TN, known for its role in the war effort in the 1940s — it was both a legacy of secrecy, and a sense of civic pride in having worked together toward common cause. In rural CO, it was a shared identity that theirs was a community where people proudly helped each other in times of need, and a fear that as their Facebook feeds resembled more and more of a toxic waste dump, small fissures could quickly become giant chasms.

A few questions to consider:

- + Who’s not in relationship and should be?
- + Whose voices go unheard, and why?
- + What’s getting in the way of the work you need to do together, and where could your community use a little more trust?
- + What are the conversations here that feel taboo or otherwise polarizing?
- + What might you have to offer other communities across the country, as an example for others seeking to build trust?

² Parker, Priya. *The Art of Gathering*. New York, Riverhead Books, 2018. (17)

STORIES FROM THE TABLE:

Erie, PA

After a 2017 USA Today article named Erie, Pennsylvania the worst place in the country for African Americans to live, the Mayor of Erie reached out to us wanting to do a series of racial and ethnic healing suppers, underwritten by the town's lone Fortune 500 company, Erie Insurance.

We teamed up with the Mayor's Office on a series of racial healing suppers. Over the course of six months, a mix of racially and ethnically diverse civic leaders sat down for seven suppers. The group of 80 participants was comprised of 20 Black Americans, 20 white Americans, 20 Latinx Americans, and 20 New Americans, to ensure equal representation.

We began with a bridging supper bringing folks together across lines of difference, followed by four affinity suppers — one each for African Americans, the Latinx community, New Americans, and White Allies.

At the end of the series, participants came up with action steps to make Erie more equitable: a promise scholarship to ensure all Erie students have access to higher education, a Cultural Diversity Awareness Birth to Boardroom Training for HR Professionals, an Equity, Diversity and Inclusion Award for local businesses, a Multicultural Community Development Fund, a diversity and cultural education curriculum for students at every grade level, and People's Supper series for every high school and college student.

In June 2020, 260+ people gathered in the city's Convention Center for the final "People's Summit". Each team of participants had the chance to pitch their idea. We watched dozens of Erie residents stand up and offer commitments, sharing publicly how they could be helpful to one another, as they work collectively to combat racism and systems of oppression in the city.

That night, the Mayor's team announced the launch of the city's new Better Together Council, comprised of participants from the series. The Council is now working to put those ideas to practice.

Clergy United for Racial Empathy (CURE)

In May 2019, a few months after a photo surfaced of Virginia Governor Ralph Northam in blackface, a group of multi-faith clergy throughout Northern Virginia embarked on a three-day bus tour to explore the history of racial injustice in Virginia. The goal was two-fold: to learn the history that is often omitted from our textbooks, and to build deep relationships with one another.

Upon their return, 12 of the congregations decided to launch a People's Supper series. Clergy leaders invited members from their faith communities to gather to broaden and deepen their relationships across the community. In the end, 120 participants committed to a five-supper series on racial equity.

They began with a bridging supper in early 2020, and paused the series when the pandemic struck. As they waited for permission to gather again in-person, Breonna Taylor and George Floyd were murdered by the police. The organizers realized this work could no longer wait, and worked alongside The People's Supper to move the series online. The affinity suppers were framed with moments to acknowledge these deaths at the hands of the police, and with an invitation to recommit to the work of self examination in one another's company through this series.

After two virtual affinity gatherings, the group is preparing for their final two bridging suppers at the time of this writing. Participants have articulated their commitment to next steps and desire for deeper engagement toward racial equity in Virginia together beyond this series. Already, two men who met at the series have committed to meeting with one another regularly for continued discussion. Another woman committed to teaching her neighbors about Juneteenth each year, making sure that her predominantly white neighborhood would be given the chance to learn a more complete history. A group of participants joined together in a Juneteenth Tikkun service hosted by a local synagogue. Other participants are connecting with one another in various ways as they work toward racial justice in their communities.

ARC OF THE SERIES

We recommend hosting a three bridging suppers and two affinity suppers. (See P8-11 for detailed breakdown.)

AFFINITY SUPPERS are designed to strengthen our individual and collective resolve by speaking about the truth of our experiences from our particular racial and ethnic identities. Although it may seem counter-intuitive, breaking out into affinity spaces based on common experience builds resilience and capacity to have hard conversations across difference. Breakout suppers for Black Americans, the Latinx community, Asian Americans, Indigenous people, and New Americans will focus on being a space of healing, and a chance to reflect on the unique struggles their communities face in their particular city or workplace. The breakout suppers for white Americans will focus on examining the role of race in their own lives, and on building awareness of what it means to be white allies in the work of equity, diversity and inclusion.

BRIDGING SUPPERS are an opportunity to escape our echo chambers, and to connect deeply with folks of different backgrounds, different faiths and different beliefs, different racial and ethnic identities, different genders and sexualities, different worldviews, and yes, even different voting habits. And over time, they can even be a chance to build meaningful relationships with people you wouldn't meet otherwise. Participants will have a chance to go beneath the headlines and to reflect on the stories that have shaped who we are, individually and collectively. Bridging suppers allow us to share and listen to truths about the legacies of racial injustice here in our local community, and to explore, together, how to create a fair and unified future.



*NOTE:

While originally designed for folks who live within the same city or community, this can easily be adapted for remote teams or employees working in different offices, and other multiracial networks scattered across different communities.

*In that case, when discussing formative experiences, invite participants to share stories from their early years. (For ex.: "Tell us about the first time you were raced.") When discussing the present and future you seek to build, invite participants to share experiences that speak directly to the community at hand, whether that's a city or town, or a workplace. (For ex.: "Tell us about someone who makes you proud to call this place home." * "Describe a moment, recent or long passed, in which you've been made to feel unwelcome or like you didn't belong. Describe a moment, recent or long passed, in which you were made to feel the opposite: in which you felt fully heard, respected, and welcomed." * "What's one thing you hope your grandchildren will say about you and the legacy you left behind?")*

SMALL GROUP DISCUSSION GUIDE



BRIDGING SUPPER 1

You'll want to kick off the series with a bridging supper, designed to ease into the series, helping to strengthen familiarity and connection before you do a deeper-dive over the course of the next four gatherings. The questions center on what it means to be at home in your particular community — on what you're proud of, and what you wish to grow.

- + Introduction:** Tell us your name and the story behind your name.
- + Question One:** Tell us about someone from your community who makes you proud to call this place home.
- + Question Two:** Tell us about a common misconception or belief people on the outside hold about your community. Describe an experience you've had here that would surprise them.
- + Question Three:** Tell us about something you long to see happen in your community, and why that is particularly important to you.
- + Reflection:** Have everyone share a word or phrase that reflects what you are going to take away from the meal.

AFFINITY SUPPER 1

Next up will be your first affinity supper, with tables broken out by racial affinity group. For people of color, this supper is designed to serve as a space of healing: a chance for you to name, in the words of civil rights activist Ruby Sales, “where it hurts,” and to surface and elevate sources of community strength and healing.

For white participants, this supper will focus on the meaning of whiteness, and the role race has played in your own life, and as a chance to explore questions about racial justice you've struggled to articulate.

Questions for BIPOC

- + Introduction:** Tell us something that you wish others knew about what it's like to be you.
- + Question One:** Describe your first experience of racial injustice or discrimination. How did it shape your worldview?
- + Question Two:** As we think about the moment that we're in, the pain that led us here, and this history and manifestation of racial injustice in our community, where does it hurt?³
- + Question Three:** Think back on a time of deep struggle, and what it was that got you through. What did this experience teach you about your strengths, and about how you deal with adversity?⁴
- + Reflection:** What is the vision of hope that sustains you?

³ Credit: Ruby Sales, <https://onbeing.org/programs/ruby-sales-where-does-it-hurt/>

⁴ Credit: Kelly McGonigal, *The Upside of Stress*

Questions for White Allies (AFFINITY SUPPER 1):

- + **Introduction:** Tell us something that you wish others knew about what it's like to be you.
- + **Question One:** Describe a time when you first realized you were white. What did this experience teach you?
- + **Question Two:** What is an issue related to race that you don't understand and would like to understand but feel uncomfortable bringing up/ not knowing about?
- + **Question Three:** Imagine you're talking to your grandchildren or great-grandchildren. What story do you want to be able to tell them about what you did in this moment in the story of racial justice?
- + **Reflection:** What is the vision of hope that sustains you?

AFFINITY SUPPER 2:

Building upon your first affinity space, this is a chance to reflect on what's lingered with you since, and to go deeper with the same group of people.

Before you gather again, organize a call with all of the facilitators, and talk through what feels most unfinished. You might choose questions that you weren't able to get to during the first affinity supper, or offer a space of reflection from the first gathering:

- + **Introduction:** What's something that has lingered with you from the last affinity supper, and how have you seen it show up in your life since?
- + **Questions 1-3:** Choose three questions from the following lists.
- + **To close:** What are some themes you heard that you'd like to share with the whole group at our next bridging gathering?

**Questions for White Allies (Pick 3)**

- + Talk about a time when someone else did or said something racist and you did not interrupt it. Why?⁵
- + How did your parents and family raise you to see racism, your whiteness, and the history of racism within your lineage?⁶
- + Tell us about a moment when you identified a privilege you have because of your race.
- + When have you gone along with the group just because it was easier, instead of interrupting a moment of racism? When have you acted out of a need to feel "not racist?"⁷ Tell us the story.
- + Have you ever acted as a white savior? Tell us the story.⁸
- + When was the last time someone held you accountable to help you see your blindspots to racism and how did you navigate that?⁹

⁵ Credit: "Racism Stops with Me Questions." International Institute for Restorative Practices <https://www.iirp.edu/images/pdf/sample-questions.pdf>

⁶ Credit: Sara Alvaredo, Madison 365. "100 questions for white people on Juneteenth." <https://madison365.com/100-questions-for-white-people-on-juneteenth/>

⁷ Credit: Sara Alvaredo, Madison 365. "100 questions for white people on Juneteenth." <https://madison365.com/100-questions-for-white-people-on-juneteenth/>

⁸ Credit: Sara Alvaredo, Madison 365. "100 questions for white people on Juneteenth." <https://madison365.com/100-questions-for-white-people-on-juneteenth/>

⁹ Credit: Sara Alvaredo, Madison 365. "100 questions for white people on Juneteenth." <https://madison365.com/100-questions-for-white-people-on-juneteenth/>

Tip: *It's all too easy to intellectualize — to stick to the articles we've read or the things we've heard — rather than sink into our own stories. And that makes sense: It's much more comfortable to opine or share facts than it is to acknowledge our own racism or complicity, especially with a group of people we don't know that well. But that's why we're here, right? This self-examination is a key piece of antiracist work. Trust that you're here to accompany one another: In this space, no one is superior, and we're all invited to start where we are and to grow together.*

We encourage facilitators to invite participants to go deeper, when you notice them intellectualizing. Be clear in how you're going to help steer the conversation: "I'm going to ask you over and over to 'tell me how this connects to your experience,' or 'where does that show up in your experience?', and I encourage each of you to do the same for me."

Questions for BIPOC (Pick 3)

- + Have your views of what you like about America changed through the years or remained the same?
- + Read a poem to welcome conversation. Pick one of the options on P18-19, or choose one that is particularly meaningful to the organizers. Invite participants to close their eyes and see which lines stand out or resonate with something in their own experience. Then let people share out reflections. You may ask something like: "What came up for you?" or, "What does this bring up from your own experience?"
- + When was the last time you felt truly heard?
- + What's it like being a person of color in your workplace right now?
- + What's happening in your friendships right now?

Tip: *Be sure to take notes about which themes and insights you've heard during the last two suppers that you'll want to communicate to the other affinity groups.*

BRIDGING SUPPER 2:

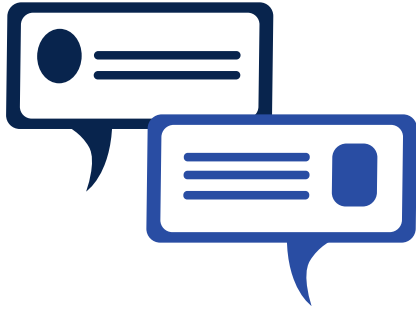
Next, we'll dive deeper into building our collective understanding of the roots of racial and ethnic injustice in the US and its manifestation in our communities. In this supper, we begin to move toward recognizing what our individual and collective next steps are in the work of racial justice, both here at home and beyond.

+ Opening Framing (Full Group): Have a participant from each affinity table report-out the themes and insights they wish to share. As the facilitator, note both the similarities and differences among the themes that emerge. Following the report-out, send everyone into breakout groups.

+ Introduction: Invite everyone to introduce themselves by sharing why they chose to show up tonight, and the name of a person who inspires courage in them, living or dead, famous or familial. Toast those just named, and those who inspire us to be our best selves, and ourselves and each other for having the guts to step into a space of vulnerability right now.

+ Question One: What is one idea or conversation that began at the affinity supper that continues to stay on your mind?

+ Question Two: Tell us a story from your upbringing that gives us a picture of your first experience with community. What was positive in this? And what can you now see that it was missing? How does this set you up for your own hopes for building community? A neighborhood? A country?



+ Question Three: While giving a tour of the University of Virginia, and exploring Thomas Jefferson's complicity in upholding slavery, UVA history professor, Kirt von Daacke articulated that those who disagreed with slavery but upheld it as a necessary evil "had a failure of imagination". In the years since emancipation, we've seen many examples of a society that upholds racist structures and policy: some of this is coded, and much of it is normalized: mass incarceration, redlining, segregation, etc. Where do you see a failure of imagination in your own community, or in your own life? What are the "necessary evils" you uphold today?

+ Closing Reflection: To close, have everyone share a word or phrase that reflects what they are going to take away from the meal.

+ Homework: Tell everyone you need two things from them for the next gathering:

- First, you need everyone to send you an idea of where they'd like to continue to invest in the work of racial equity. This may be either issue-based or location-based. For example, a participant might say they want to work on the criminal justice system, OR they might say they want to work for equity in their child's school.
- Second, have everyone do some research on the story of racial justice in their community, and be prepared to share something they learned at the next gathering.

BRIDGING SUPPER 3:

In this supper, we will together name our hopes and commitments, including what it will take to be a community moving together toward racial equity and inclusion. Each person will walk away with a next step they can take toward racial justice.

Supplies: Invite each participant to bring a pen and paper to this session.

+ Introductions: What did you learn as you researched the story of racial justice in our community?

+ Question One: How did that shape how you see your community, and your own experience within it? How does this connect to your story and experience?

+ Question Two: Share a bit about what it is that brought you here, and what you've been thinking about as you reflect on this series, and consider moving forward.

+ Moving toward action: As a group, list out ideas for ways you might continue to deepen your engagement with one another beyond the series, or ideas of next steps to take towards racial justice in your community. *(Note: Use the chat box for this. Share with the table that this is a speed thinking exercise, and you will type out whatever comes up. These might be specific to one individual at the table, or they might be more generic actions that anyone at the table can make. Write them all down.)*

+ Decide on a concrete action step: Invite the group to take a couple of minutes and scan the list you have generated, noticing which ones you linger on or which energize you. Then ask the group: "Which actions stand out to you, and how do they connect to your life now?" "What are the barriers to these for you, and what are ways we can give one another courage to take the next step we feel led to?"

+ Small Group Reflection: Pause once more and invite everyone to write an action step they commit to on a piece of paper. Have each person share their action, and invite the group to cheer and celebrate after each person speaks.

+ Closing (30 minutes): Bring everyone back together in one group. Invite people to share words of reflection about the supper series, and what they're committing to.

HOW IT WORKS

Step 1: Identify your affinity groups.

You'll want separate affinity spaces for each racial or ethnic group present within your community, provided that there are at least eight or more members who share that identity.

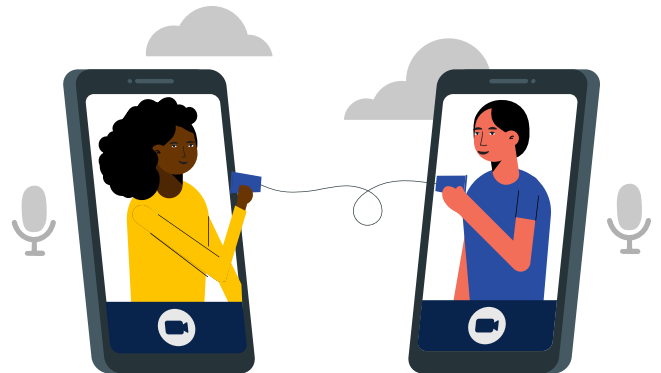
Step 2: Organize your leadership team.

You want to make sure that someone from each affinity group is on your leadership team as you design the series.

Step 3: Develop your guest list.

The ability to convene both bridging and affinity spaces depends on no person being asked to “represent” a particular identity, so it's important that this group is made up of at least 8-10 people from each affinity group. When crafting your invitation, you'll want:

- **A clear call-to-action:** Name why it is you wish to gather right now, and what changes you hope will come of it. Be specific: Name what it is that's brought you to this moment, and how your local community is (or isn't) reflected in the national story. Lift up elements of your community's unique history as it relates to race and racism, and why you believe in your collective capacity to right that history.
- **A clear set of expectations.** Be explicit that this is not a one-time gathering, but that you're inviting folks to embark on a learning journey together. No one should feel coerced into gathering, or be under the delusion that change can happen in one night. Everyone should feel a sense of curiosity — about others' stories, and their own — and of shared commitment to realizing a more just and equitable future.



Should I include separate affinity spaces based on sexual orientation or religion?

No. None of us exists in monolith. We each contain a multitude of identities and experiences that shape our perspectives and who we are. You want to avoid asking someone to choose one of their identities over the other. (For example, having a queer white person pick between going to a supper for white folks, vs a a supper for LGBTQ+ folks.) You want to acknowledge intersectionality — a term coined by Dr. Kimberlé Crenshaw, which recognizes where different sources of power or oppression (for example, race and gender) intersect and collide.

ENLISTING TABLE HOSTS

You want to have at least as many tables as there are affinity groups, each with two facilitators and no more than 8-10 people per table. (So let's say you have 80 people and four affinity groups of 20 people each: that means you'd have eight tables of 10 people each — two tables per affinity group. In that case, you'll need 16 trained facilitators — four from each affinity group.)

Why two facilitators per table? It's helpful to have two people who are both paying close attention to what is (and isn't) being said at the table. It's also nice to have back-up: If you've had a rough day, you can ask your co-host to "take the driver's seat" for the night.

Keep in mind that during the bridging suppers, you should assign each table two hosts from different affinity groups.

A good facilitator:

Is willing to model Brave Space. Creating brave space is about being courageous enough to model vulnerability. It's about co-creating a space of radical honesty and radical hospitality and nurturing where we seek to truly see each other and respect the other's humanity.

Wants to have real conversation. Sharing one's own story gives others permission to share theirs. This isn't about giving advice, or waxing poetic from a soapbox. A host will have to be able to steer clear of intellectual banter and philosophizing of any kind, and talk openly about their lived experience. To become a successful host, one has to be willing to be vulnerable, and to reflect deeply on their own story.

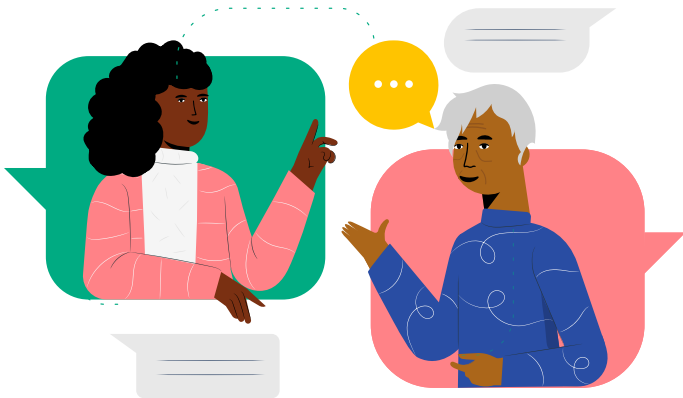
Finds it easy to make conversation. These conversations are all about connecting through conversation and storytelling, so you'll need to be comfortable chatting, prodding, questioning, and laughing with other people while discussing sensitive stuff.



Listens. Deeply. A good table host recognizes what they don't know about someone far exceeds what they do know; and they prefer asking questions to giving answers. A big part of being a host is simply listening, asking follow-up questions, and resisting the urge to "fix" something for someone else. The most important thing hosts do is create space at the table for every person to be heard.

In short: We are looking for people who already have good facilitation skills, and are skilled at making others at the table feel welcome. We are looking for people who are introspective and able to name their own stories: as a participant and a model of these conversations at the table.

RUN OF SHOW



CLOSE YOUR EYES. IMAGINE THE GATHERING IS OVER, AND YOU'VE JUST LOGGED OFF. WHAT DO YOU WANT TO FEEL IN THIS MOMENT? WHAT KIND OF EXPERIENCE DO YOU HOPE TO HAVE HAD?

Remember: The single most important thing you can do as a host is to know why you're there and what you want folks to leave with. Over the course of the evening, simply aim for that end-point. Keep in mind that just as no two stories are ever exactly alike, no two gatherings will ever be quite the same. Treat all of this as a tool and a starting point, and feel free to make it your own.

As the event organizer, it's your job to welcome everyone and share context for the evening, before folks are split into break-out rooms (that's true whether the event is happening in-person or virtually).

1. Want to get to #realtalk? Start with a small talk. As with in-person gatherings, give people a grace window to arrive, in case a few are running late. It's important to make people feel welcome: Say hello to each person (by name), and encourage casual conversation as folks join. "What are you coming from?" "What have you been up to today?"

2. Welcome & acknowledge why we're here:

Consider what it is that brought you to this moment, as both a country, and as a local community. Whether this is your first or your fourth supper, or you're hosting a bridging supper or an affinity supper, name the intention for tonight, and why this particular space matters.

3. Explain the overview of the evening: Explain how the evening will work: Share that in a few minutes, we're going to get into breakout rooms, and will each have X amount of time (typically a little over an hour) before we meet back here for closing. Have each of the facilitators raise their hands as you call on them by name, so participants can have a chance to see their faces, and begin to get familiar with everyone.

4. Share the Ground Rules. (See P17).

5. Read An Invitation to Brave Space. (See P16). We recommend reading it either as a group, or popcorn-style: reading the first line yourself, and inviting people to read each line separately as they are moved to.

6. Cheers. Offer a blessing, a poem, or toast to those who bring you courage. (See Poems & Blessings P18-19 below for additional ideas.)

7. Kick it over to the small-group facilitators and move people into break-out rooms! See P20 for detailed instructions on how to use the Zoom break-out feature. Then have each small-group facilitator use the discussion guide on P8-11. (*Tip: Have one person who is comfortable with the technology be in charge of dividing people into break-out rooms, and to be available for all tech-related troubleshooting.*)

CREATING BRAVE SPACE

The term “brave space” first emerged on college campuses, among faculty and students working in interracial dialogue. They realized that the common idea of “safe space” was an illusion, particularly for those who’ve been most marginalized. What’s more, too often, folks were confusing a safe space with a comfortable space. Learning to sit with each other’s truths means we have to learn to sit with discomfort. Being in honest conversation with each other takes courage — both to be vulnerable, and to stay present in the face of hurt feelings, knowing we won’t be perfect.

We take a lot of inspiration from this poem by Beth Strano. You’re welcome to read it aloud together before you begin*, or to share it with participants ahead of time, as a way of shining a light on the kind of space you wish to create together. (*Tip: Worried reading a poem aloud will feel “cheesy”? Explain what you mean by brave space versus safe space, and preempt any skeptics by naming that you’re going to do something that might feel uncomfortable or “woo-woo” or otherwise cheesy together.)

there’s no such thing
as a safe space
we exist in the real world
and we all carry scars
and have cause wounds
this space
seeks to to turn down
the volume of the
world outside and
amplify the voices
that have to fight to
be heard elsewhere
this space will not be perfect. it will
not always be what
we wish it to be. but
*it will be ours together and we
will work on it side by side.*

by Beth Strano

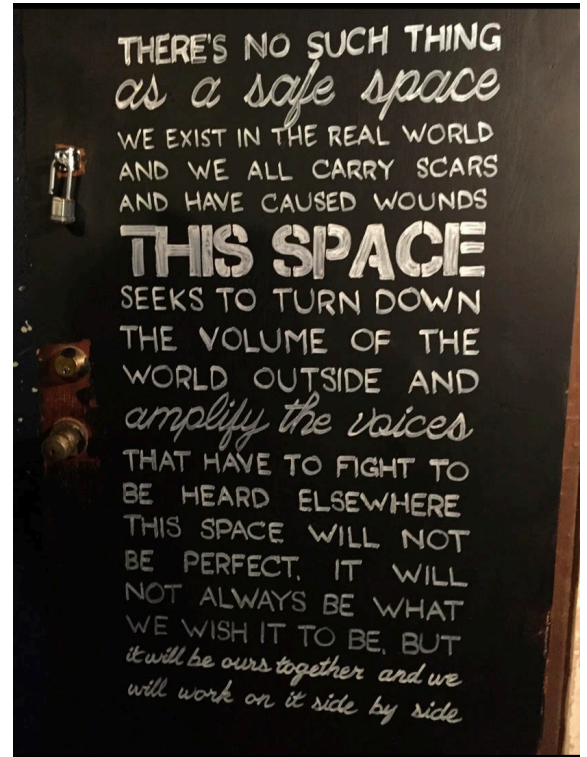


Image provided by Beth Strano.

GROUND RULES + HOW-TO'S

These ground rules aren't meant to box you in, they are meant to provide a sense of shared way of being during our time together. After reading through them, we think you'll get the drift that they are more concerned with underlying principles of love, respect and creating what Dr. Martin Luther King, Jr. called the Beloved Community and less about policing each other's behavior. So take a deep breath and dive into some ingredients for brave and engaging conversation.

Once you sit down, introduce the following ground rules: (it's helpful to share these over email with participants ahead of time, too):



1. Be present. We often look at video chats as a chance to multitask. If you can, we encourage you to turn off other notifications during our time together, and to resist the urge to shift between tabs on a computer screen, or to engage in other tasks around you.

2. Stick with “I” statements and avoid advice-giving unless someone requests it. Your experience is yours and please honor and respect that others' experiences are theirs. Putting this to practice is hard work: It means, in the words of our friends at The Center for Courage & Renewal, “no fixing, saving, advising or correcting each other.” Your job is to silence the noise and tune into your inner voice, trusting that everyone else has the power to do the same. Simply speak your truth. (And if you want advice, or you're eager to learn about others' strategies and practices, just ask.)

3. Be patient and respectful with speaking turns and speaking times. During voice calls, it's not unusual that meeting participants start talking over each other. Notice that you're talking more than others? Step back and give other voices a chance to be heard. Know that we welcome silence just as much as we welcome speech, and ask only that when you speak, you do so intentionally.

4. Beware erasure. Empathy isn't “putting yourself in someone else's shoes.” It's appreciating how very different it is to walk in my shoes than it is in your shoes. We know how powerful the words “me, too” can be, but be careful to avoid what researcher and civil rights leader John A. Powell calls “samings”: “I don't see race,” “I don't see disability,” or trying to relate to something you can't. To quote Audre Lorde, “It is not our differences that divide us. It is our inability to recognize, accept, and celebrate those differences.” Sometimes the single best thing we can do for one another is simply to listen.

5. Keep things confidential. What's said here stays here. No quotes or identifying details will be shared without permission.

6. Remember: Technology can be messy. Let's practice forgiveness. Maybe you've noticed? Virtual interactions are different from in-person interactions. Technology fails. We can't make eye contact, so we're less able to read each other and respond naturally. We're all Zoomed out. And we're dealing with all of it with less fuel in our tanks. Let's be compassionate to ourselves and each other.

Exercise: Set Community Standards. Looking for an easy way to build buy-in and community agency over the process? You can build upon these ground rules by setting your own community standards. Ask the group what they need to fully practice brave space: What are the standards you want to set for the night? What do you want left at the door?

POEMS & BLESSINGS

Try kicking off your conversation with a poem or a toast. Poetry can be a powerful tool to connect us to deeper parts of our stories and experiences. Invite participants to ground themselves, and to take a few deep breaths, bringing themselves into the present moment. Have one person read the poem, or invite a group of participants to read a few lines at a time. As it's being read, invite those gathered with you to pay attention to what words deeply resonate with them, or connect to something in their own experience. If something strikes you, sit with it for a bit, and see what is behind those particular words or lines for you. Then invite discussion about where the poem connected to your own experience. Below are a few of our favorite poems, or you can choose one that means something to someone in your group.

When you send out your instructions, ask everyone to bring a glass with them (water, wine: doesn't matter). Invite everyone to close their eyes for 30 seconds, and to think of someone in your life who's having a hard time right now, and someone in your life who inspires you to be your best self. When everyone's ready, invite them to open their eyes. ***"I want us to raise a glass to those who are summoning the courage to keep going right now, and to the people whose strength we draw on, and to each and every one of us for making the effort to connect right now."***

I, Too

I, too, sing America.

I am the darker brother.
They send me to eat in the kitchen
When company comes,
But I laugh,
And eat well,
And grow strong.

Tomorrow,
I'll be at the table
When company comes.
Nobody'll dare
Say to me,
"Eat in the kitchen,"
Then.

Besides,
They'll see how beautiful I am
And be ashamed—

I, too, am America.
— Langston Hughes



Paul Robeson

That time
we all heard it,
cool and clear,
cutting across the hot grit of the day.
The major Voice.
The adult Voice
forgoing Rolling River,
forgoing tearful tale of bale and barge
and other symptoms of an old despond.
Warning, in music-words
devout and large,
that we are each other's
harvest:
we are each other's
business:
we are each other's magnitude and bond.
— Gwendolyn Brooks

Others we love:

- + [“Please Hear What I’m Not Saying,”](#) Charles Finn
- + [“We Wear the Mask,”](#) Paul Dunbar
- + [“Invitation,”](#) Mary Oliver
- + [“Although the wind,”](#) Izumi Shikibu



HOW TO USE ZOOM BREAKOUT ROOMS

It helps to have one person acting as “Tech Tsar” — someone who is not participating in conversations, and can manage all of the breakout rooms and be on hand to answer tech-related questions.

Keep in mind that only the host of the Zoom room can start/set up breakout rooms. *(Note: You'll need to activate the “breakout room” function under “Settings” ahead of time.)*

1. Find the “Breakout Rooms” button in your menu bar. (The menu bar is usually found at the bottom of your screen.)

2. Select the number of rooms you'll need. (We recommend groups of 6-10, so if you have 60 guests, you'll need at least six-ten breakout rooms.)

3. Click “Create breakout rooms”.

a. If you're hosting an Affinity Supper, you can have Zoom automatically assign participants to breakout rooms. Under “Options”, check “Move all participants into breakout rooms automatically” and “Countdown after closing breakout rooms”.

b. If you're hosting a Bridging Supper, you'll want to manually assign participants, so that you can ensure a diversity of voices in each group. *(Note: You'll want to arrange your “seating chart” ahead of time.)*

i. To assign participants to particular breakout rooms, select “Assign” next to the room you wish to assign participants to and select the host and participants you want to assign to that room. Repeat this for every room.

(Tip: Assign the host of each table first. This will help to make sure that you have each host accounted for, and allow for better searching if a particular participant needs to go with a particular host.)

c. Rename each of the breakout rooms to the name of the host, by double-clicking on the name of the breakout room. This will help you keep track of all of the hosts and where they're at.

4. To start the rooms, click “Open All Rooms”. All participants will be moved to their respective rooms. The Tech Tsar (if you're reading and comprehending this: you), and anyone who was not assigned to a breakout room will be left in the main meeting room.

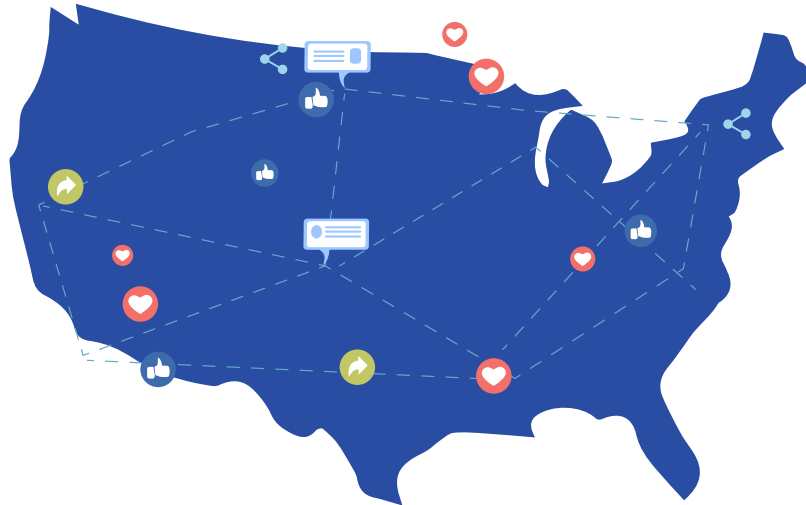
5. Before you start the breakout rooms, tell all participants that they can simply “Leave Room” if they have any tech issues. That will put them back in the main meeting room with you. (As the Tech Tsar, you'll also have the ability to go into each of the meetings rooms for troubleshooting concerns).

6. To broadcast a message to all — for instance, when you want to let folks know they have 5 minutes left — click on “Breakout Rooms” in the meeting controls. Click “Broadcast a message to all”, enter your message and click “Broadcast”. The message will broadcast to everyone.

7. To end the Breakout rooms - when it's time to bring everyone back together - click on “Breakout Rooms” in the meeting controls. Click the red button “Close All Rooms.” This will bring everyone back into the mainroom in the next 60 seconds.



FAQS



Should I call on people? It's up to you. We recommend calling on folks as you're doing introductions — in part because calling on people can help them feel that their voice matters. Be sure to share your own story first as a way to model honesty and thoughtfulness and the kind of space you wish to hold for one another. From there, you can continue calling on people one at a time, or you can invite folks to jump in as they're ready. (If you do choose to call on people to share, be sure to name at the outset that they can say "pass" if they'd prefer not to speak.)

Do we have to answer every question in order? Definitely not. Keep things conversational, and don't be afraid to ask follow-up questions. If the group is particularly energized by a certain question, feel free to let the conversation linger there. You want to warm people up to questions that invite real thoughtfulness or vulnerability, but you may find that some questions resonate and others don't. It's helpful to pick a couple of alternate questions as a back-up: If conversation stalls, you can offer them up, and let folks answer whichever questions they feel drawn to.

Does everyone have to share? Nope. As the folks at The Center for Courage & Renewal say, this is not a "share or die" event. But remember: There's a difference between being silent, and feeling silenced. Be mindful that everyone has a chance to speak. If some folks are holding back, you may want to say something to the effect of, "I want to make sure everyone has a chance to name what's coming up for them. Anything anyone else would like to share before we move to the next question?" And because it's often harder to speak up during video chats than in in-person conversation, you may want to say something to the effect of, "Celia, I notice you've been a little quiet. Is there anything you want to add before we move on?"

How much time should we allot to the conversation? We recommend scheduling two hours: 90 minutes for conversation itself, and 15 minutes for both the opening and closing. This is enough to give people time to connect, without feeling like they are being asked to give up an entire day or evening. When stories surface that that may trigger trauma or feelings of regret, relief, loss, or grief, those at the table may want to organize additional time to talk, or they may just want to seek out time to be alone. Shorter gatherings can provide a break and chance to restore, rather than adding yet another obligation in a moment in which many are already overwhelmed by childcare, work anxiety or financial stresses, and feeling stir-crazy.

FACILITATION TIPS

Mirror Back. Repeat back words or short phrases that struck you.

Practice Active Listening:

“I hear you saying that...”

“I appreciate you sharing with me that...”

“What do you mean when you use that word?”

Acknowledge. When someone shares their story, particularly one of struggle or trauma, it can be tempting to try to “fix” it. Don’t. The most powerful thing we can do for one another is simply to witness. Physical gestures — placing your hand on your heart, simply choosing to breathe deeply with someone — can go a long way. You can also try phrases like, “Really appreciate your sharing that,” or “Just want to take a moment to thank you for the guts it took to name that.” (Just beware the endless loop of “Thank you for sharing.”)

Stick with Open and Honest Questions. This technique comes from our friends at the Center for Courage & Renewal. Founder Parker Palmer writes, “An honest, open question is one you cannot possibly ask while thinking, ‘I know the right answer to this and I sure hope you give it to me...’ Thus, ‘Have you ever thought about seeing a therapist?’ is not an honest, open question! But, ‘What did you learn from the experience you just told us about?’ is.

Befriend silence. Don’t fear pauses. Most people need a beat to process, and to think about what’s coming up for them. Let them have it.



By invitation, not demand: Those of us who are often the catalysts for conversation can act with a sense of enthusiasm and urgency that intimidates or overwhelms others. Share from the heart why it’s important to you to gather tonight: Be honest and vulnerable within this space. But remember, as our friends at The Center for Courage & Renewal say, “What is offered in the circle is by invitation, not demand.” This isn’t a sneaky way to have a meeting or recruit volunteers; it is not a way to hurry up the process, or to put fear and grief behind us so we can “move on” to other things. If people respond to the invitation, it’s because it’s what they need. If not, they may need something else or be getting their needs met somewhere else. The same holds true for the conversation itself: Participants should know that their presence is valued no matter how much they are willing to speak.

PIVOTING THE CONVERSATION

Notice someone is dominating the conversation, and making it hard to get a word in edgewise?

+ Affirm & redirect: Thank the person for sharing + ask others to engage. *"I'm curious what that brings up for other people?"*

+ Make the clock your friend. *"I want to pause you right there, simply because I want to make sure that everyone who wants to share has that chance."*

+ If behavior is disruptive or forms a pattern, follow-up. Have a real conversation with that person after that fact. Reach out. Hop on the phone. Start an email thread. Remember that you don't know everyone's triggers, and reacting compassionately sometimes means meeting someone where they are, and really checking in with them. We've had situations where someone was interrupting, or mindlessly monologuing for long periods of time, only to realize that there were other triggers present. Check in to see how they're doing, and what was coming up for them.

(Note: Name the impact you noticed on the group, and avoid attempts to explain or cast judgment on what that person is going through. Speaking from the perspective of "when you did X, I felt Y" is a way of telegraphing what went on from your perspective, and gives the person you are approaching a chance to understand their effect on a situation. In most cases, doing this alerts a person to say "Oh, wow, that was not at all what I meant/intended. What I'm going through right now is...")



Sometimes, things are said that require direct naming in the moment — especially when it comes to expressions of overt or covert racism or other forms of discrimination at the table.

First off, if you're a host of color and you experienced harm, even inadvertently, it's important you take care of yourself (same goes for any other person of color at the table). Take a deep breath, and feel free to hand off hosting duties to your co-host and leave the conversation if you need to.

Afterward, do whatever you need to relax and release that energy: Move your body, whether that's going for a walk or dancing in your kitchen. Seek out simple pleasures: Take a bath, or watch your favorite TV show. Quiet your mind: Grab a journal, or engage in some form of meditation practice.

When we're hurt in a conversation, we rarely have the capacity or energy to speak up, particularly if we carry histories of marginalization. If you're unable to name it in the moment or you're afraid of the situation escalating, directly email our team at info@thepeoplesupper.org. We'll hop on the phone with you to understand what happened, and to talk through how best to support you. That may mean our staff reaching out to the person to share direct (and anonymous) feedback, and in rare instances, removing someone from the process.

That said, practicing bystander intervention is a key part of effective allyship. If you're a white host and something offensive is said, it's your responsibility to name it. It may be uncomfortable — that's okay. After all, we're here to practice brave space with one another.

Here are three steps you can follow:

1. Acknowledge. You want your group to know that you heard it and have their backs, so the first step is to acknowledge what was said. "I just want to pause for a moment, and name how that landed." "I know this wasn't the intention, but what I heard in that statement was..."

2. Move the conversation forward. Pivot the conversation back to whatever you were last discussing, so you don't get tugged into a conversation about what was said. You may want to use this as a moment to introduce a new discussion question. "Thanks, all. If this community can't name the elephant, we're really in trouble. Now I want to get back to..."

3. Follow up. The key here is to check in with the person on a human level. When you bring up an offensive comment, speak from your own perspective, and indicate the effect that a particular comment had on you. Brené Brown talks about the difference between shame and guilt: Guilt is "I did something that caused harm." Shame is, "I am bad." Name that we all make mistakes -- that's how we learn. But that the opportunity for repair demands real acknowledgement and apology.

Want additional coaching on what to do? Our staff is available for troubleshooting support, so feel free to email us at info@thepeoplesupper.org with questions about what happened and how best to follow-up.

AFTER SUPPER

Your post-gathering mission:

Do something that brings you joy. Hosting doesn't end when folks close their screens. The gathering, whether over a meal or not, will be a practice. And like contemplative practice (think: meditation), it isn't about perfection — it's about creating possibilities. The discussion might have felt intense or felt shallow — either way, you showed up and practiced creating brave space with other humans! Congratulations! At the end of the gathering, have a plan to do something that reminds you just how good life can be. Ask guests what they plan to do, and encourage them to share those stories with each other afterward.

Remember: Connection can happen in one night. Community takes time.

A single evening can be enough to forge surprising connections with people you wouldn't normally find yourself in conversation with. But real relationships? Those are the product of time.

Want to get to know each other better? Just because the formal series is over, it doesn't mean you have to stop getting together. At a time of endemic loneliness and isolation, we encourage you to continue to deepen relationships. Take a look at the questions below, and pick and choose the ones that speak to you. Over time, you may find that conversations unfold organically, as gatherings become a chance for folks around the table to check in with one another — honestly, openly, fully — and that you no longer need a prompt.

- + Who are your people?
- + Who or what has influenced the way that you show up in the world?
- + When have you truly felt part of the community here? What can we do to spread that feeling?
- + If you could change one thing about our community that directly affects your life here, what would it be?

- + What's one thing that might allow you to feel seen and heard in our community?
- + Tell us something that you wish others knew about what it's like to be you, or, Tell us something that would surprise others about what it's like to be you.
- + Describe a moment, recent or long passed, in which you've been made to feel unwelcome or like you didn't belong.
- + Describe a moment, recent or long passed, in which you were made to feel the opposite: in which you felt fully seen and heard and like you fully belonged.
- + Tell us about an experience in your early life that deeply influenced you, and helped to shape the person you are today.
- + Share a story, a moment, or an experience from your life that changed the way you view the world.*
- + What do you think is the most needed conversation for this group to have now? **

**Credit: Priya Parker, The Art of Gathering*



ADDITIONAL RESOURCES

Though the series you are embarking on is centered on personal reflection, that alone is not sufficient in the work of racial justice. This work must be done alongside historical analysis. Below are resources for participants' continued learning. Select a few from the list below, and encourage participants to read, listen, and watch them as they go through the series.

Tip: As you read (or watch or listen) to each of these pieces, pay attention to what happens to your body. Notice where you cringe a little, and write that down. Notice what responses and actions you're drawn toward, and write those down too.



ARTICLES TO READ:

Start Here:

Kendi, Ibram X. [“Who Gets to Be Afraid in America?”](#) *The Atlantic*. Atlantic Media Company. 12 May 2020.

Lafranerie, Sharon, and Andrew W. Lehren. [“The Disproportionate Risks of Driving While Black”](#) *The New York Times*. N.p., 24 Oct 2015.

*Sanders, Topher, Kate Rabinowitz, and Benjamin Conarck. [“Walking While Black.”](#) *ProPublica*. N.p., 16 Nov 2017.

For Continued Learning:

Coaston, Jane. [“The Intersectionality Wars.”](#) *Vox*. Vox, 20 May 2019.

*Elliott, Craig. [“Tips for Creating Effective White Caucus Groups.”](#)

Jones, Kenneth, and Tema Okun. [“White Supremacy Culture.”](#) *White Supremacy Culture*. Challenging White Supremacy Workshop, 2001.

*Martin, Courtney. [“Answering White People’s Most Commonly Asked Questions about the Black Lives Matter Movement.”](#) *Medium*. *The Bold Italic*. 05 June 2020.

McIntosh, Peggy. [“White Privilege: Unpacking the Invisible Knapsack.”](#)

Ransby, Barbara. [Ella Baker and the Black Freedom Movement](#). Chapel Hill, NC: U of North Carolina. 2003. 231-72.

Serwer, Adam. [“The Coronavirus Was an Emergency Until Trump Found Out Who Was Dying.”](#) *The Atlantic*. Atlantic Media Company, 16 June 2020.

*[“The 1619 Project.”](#) *The New York Times*. *The New York Times*, 14 Aug 2019.

[“The Combahee River Collective Statement.”](#) *The Combahee River Collective Statement*. N.p., n.d.

Vargas, Jose Antonio. [“My Life as an Undocumented Immigrant.”](#) *The New York Times*. *The New York Times*. 22 June 2011.

VIDEOS TO WATCH:

National LGBTQ Task Force. "Black Feminism & the Movement for Black Lives: Barbara Smith, Reina Gossett, Charlene Carruthers." YouTube, 50:48. 23 January 2016. <https://www.youtube.com/watch?v=eV3nnFheQRo&>

Seattle Channel. "Dr. Robin DiAngelo discusses 'White Fragility'." YouTube, 1:23:30. 3 July 2018. <https://www.youtube.com/watch?v=45ey4jgoxeU&>

TEDx Talks. "How Studying Privilege Systems Can Strengthen Compassion": Peggy McIntosh at TEDxTimberlaneSchools." YouTube, 18:26. 5 November 2012. <https://www.youtube.com/watch?v=e-BY9UEewHw>

*James E. Wright. "Tim Wise Explains the Use of The N-Word." YouTube, 18 August 2020. <https://www.youtube.com/watch?v=ijAAOzVcn4E&>

*Random House. "Ta-Nehisi Coates on words that don't belong to everyone." YouTube, 7 November 2017. https://www.youtube.com/watch?v=OO15S3WC9pg&feature=emb_title

*Clint Smith. "How to raise a black son in America." https://www.ted.com/talks/clint_smith_how_to_raise_a_black_son_in_america?language=en

*TEDx Talks. "'It's about time to value young women of color in leadership': Brittany Packnett at TEDxStLouisWomen." YouTube, 9:33. 15 November 2016. <https://www.youtube.com/watch?v=WyQp7iJZ1uc>

PODCASTS TO SUBSCRIBE TO:**Start Here:**

[*1619 \(New York Times\)](#)

[About Race](#)

[Pod Save the People \(Crooked Media\)](#)

[*White Lies](#)

For Continued Learning

[*Code Switch \(NPR\)](#)

[*Intersectionality Matters! hosted by Kimberlé Crenshaw](#)

[Momentum: A Race Forward Podcast](#)

[Pod For The Cause \(from The Leadership Conference on Civil & Human Rights\)](#)

[*Seeing White](#)

Episodes worth a listen:

On Being with Krista Tippett. "Jennifer Bailey and Lennon Flowers: An Invitation to Brave Space". 17 October 2019. <https://onbeing.org/programs/jennifer-bailey-and-lennon-flowers-an-invitation-to-brave-space/>

On Being with Krista Tippett. "Resmaa Menakem: 'Notice the Rage; Notice the Silence'." 4 June 2020. <https://onbeing.org/programs/resmaa-menakem-notice-the-rage-notice-the-silence/>

On Being with Krista Tippett. "Robin DiAngelo and Resmaa Menakem: In Conversation." 9 July 2020. <https://onbeing.org/programs/robin-diangelo-and-resmaa-menakem-in-conversation/>

The Ezra Klein Show. "Why Ta-Nehisi Coates is hopeful." 5 June 2020. <https://podcasts.apple.com/us/podcast/why-ta-nehisi-coates-is-hopeful/id1081584611?i=1000476756446>

BOOKS TO READ:**Start Here:**

[*How To Be An Antiracist](#) by Dr. Ibram X. Kendi

[*I Know Why the Caged Bird Sings](#) by Maya Angelou

[*Just Mercy](#) by Bryan Stevenson

[The Warmth of Other Suns](#) by Isabel Wilkerson

[*White Fragility: Why It's So Hard for White People to Talk About Racism](#) by Robin DiAngelo, PhD*

For continued Learning:

[Between the World and Me](#) by Ta-Nehisi Coates

[Black Feminist Thought](#) by Patricia Hill Collins

[Eloquent Rage: A Black Feminist Discovers Her Superpower](#) by Dr. Brittney Cooper

[Heavy: An American Memoir](#) by Kiese Laymon

[Invisible No More: Police Violence Against Black Women and Women of Color](#) by Andrea J. Ritchie

[Me and White Supremacy](#) by Layla F. Saad

[My Grandmother's Hands](#) by Resmaa Menakem

[Raising Our Hands](#) by Jenna Arnold

[Redefining Realness](#) by Janet Mock

[Stamped From the Beginning](#) by Ibram X. Kendi (Also streaming on Spotify)

[Sister Outsider](#) by Audre Lorde

[So You Want to Talk About Race](#) by Ijeoma Oluo

[The Bluest Eye](#) by Toni Morrison

[The Fire Next Time](#) by James Baldwin

[The New Jim Crow: Mass Incarceration in the Age of Colorblindness](#) by Michelle Alexander

[The Next American Revolution: Sustainable Activism for the Twenty-First Century](#) by Grace Lee Boggs

[Their Eyes Were Watching God](#) by Zora Neale Hurston

This Bridge Called My Back: Writings by Radical Women of Color by Cherríe Moraga

[When Affirmative Action Was White: An Untold History of Racial Inequality in Twentieth-Century America](#) by Ira Katznelson

FILMS AND TV SERIES TO WATCH:

Start Here:

13th (Ava DuVernay) — Netflix

Fruitvale Station (Ryan Coogler) — Available to rent

I Am Not Your Negro (James Baldwin doc) — Available to rent or on Kanopy

Selma (Ava DuVernay) — Available to rent

The Black Panthers: Vanguard of the Revolution — Available to rent

When They See Us (Ava DuVernay) — Netflix

Whose Streets — Hulu

For Continued Learning:

American Son (Kenny Leon) — Netflix

Black Power Mixtape: 1967-1975 — Available to rent

Blindspotting (Carlos López Estrada) — Hulu with Cinemax or available to rent

Clemency (Chinonye Chukwu) — Available to rent

Dear White People (Justin Simien) — Netflix

If Beale Street Could Talk (Barry Jenkins) — Hulu

Just Mercy (Destin Daniel Cretton) — Available to rent

King In The Wilderness — HBO

See You Yesterday (Stefon Bristol) — Netflix

The Hate U Give (George Tillman Jr.) — Available to rent for free

The Rape of Recy Taylor — Hulu

ORGANIZATIONS TO FOLLOW ON SOCIAL MEDIA:

Antiracism Center: [Twitter](#)

Audre Lorde Project: [Twitter](#) | [Instagram](#) | [Facebook](#)

Black Women's Blueprint: [Twitter](#) | [Instagram](#) | [Facebook](#)

Color Of Change: [Twitter](#) | [Instagram](#) | [Facebook](#)

Colorlines: [Twitter](#) | [Instagram](#) | [Facebook](#)

The Conscious Kid: [Twitter](#) | [Instagram](#) | [Facebook](#)

Equal Justice Initiative (EJI): [Twitter](#) | [Instagram](#) | [Facebook](#)

Families Belong Together: [Twitter](#) | [Instagram](#) | [Facebook](#)

Justice League NYC: [Twitter](#) | [Instagram](#) + Gathering For Justice: [Twitter](#) | [Instagram](#)

The Leadership Conference on Civil & Human Rights: [Twitter](#) | [Instagram](#) | [Facebook](#)

The Movement For Black Lives (M4BL): [Twitter](#) | [Instagram](#) | [Facebook](#)

MPowerChange: [Twitter](#) | [Instagram](#) | [Facebook](#)

Muslim Girl: [Twitter](#) | [Instagram](#) | [Facebook](#)

NAACP: [Twitter](#) | [Instagram](#) | [Facebook](#)

National Domestic Workers Alliance: [Twitter](#) | [Instagram](#) | [Facebook](#)

RAICES: [Twitter](#) | [Instagram](#) | [Facebook](#)

Showing Up for Racial Justice (SURJ): [Twitter](#) | [Instagram](#) | [Facebook](#)

SisterSong: [Twitter](#) | [Instagram](#) | [Facebook](#)

United We Dream: [Twitter](#) | [Instagram](#) | [Facebook](#)

ADDITIONAL ANTI-RACISM RESOURCES TO CHECK OUT:

[75 Things White People Can Do for Racial Justice](#)

[Anti-Racism Project](#)

[Jenna Arnold's resources \(books and people to follow\)](#)

[Opportunities for White People in the Fight for Racial Justice: Moving from Actor --> Ally --> Accomplice](#)

[Rachel Ricketts' anti-racism resources](#)

[Resources for White People to Learn and Talk About Race and Racism](#)

[Save the Tears: White Woman's Guide by Tatiana Mac](#)

[Showing Up For Racial Justice's educational toolkits](#)

[The \[White\] Shift on Instagram](#)

["Why is this happening?" — an introduction to police brutality from 100 Year Hoodie](#)

[Zinn Education Project's teaching materials](#)

CONTACT AND CREDITS

See you at supper.

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