
Preface

Can an experience change your life? Can a few moments or a few hours make a difference in how you think and feel? Ask any victim of violence or any person who recalls the moment they fell in love and the answer is quickly, "Yes." Ask anyone that experienced, individually or as part of the collective, the shock of the attacks on America on September 11, 2001. An experience can and often does shift the way we see things. Rx Racial Healing invites you into a positive and affirming experience that is intentionally designed to help shift your way of thinking, feeling, and seeing others, and ourselves in relationship with them.

American society and mainstream culture are premised on the belief in a false hierarchy of human value. Conceived in the decimation of Indigenous populations and bred on the economic gruel from chattel slavery, America must now finally face its anti-human past. We cannot deny the humanity of some without diminishing the humanity of all. As the COVID-19 pandemic revealed, we are interconnected and interdependent. America must create a new vision for her future that intentionally honors the equal value of all people.

Racial healing is an imperative that has been neglected in America for too long. And current levels of societal division make it an absolute necessity that we do this work now. Political divisions mask underlying racial divisions. The work of eliminating racism is a requirement if this experiment in self-governance and democracy is going to work. The insurrectionist attack on the US Capitol on January 6, 2021, crystallized the necessity of confronting and repudiating America's anti-human ethos. An ethos refers to the spirit of a culture as manifested in its beliefs and aspirations. Permission to devalue and even destroy human lives based on perceived superficial differences must no longer be allowed to define our ethos. Racism can no longer be the belief that defines the spirit of America. The decision has been made for us: change or self-destruct. Heal or implode. Racial healing is a matter of national security.

I define Rx Racial Healing as the individual, collective, and societal process of replacing the consciously and unconsciously embedded belief in a false taxonomy and hierarchy of human value with a heartfelt awareness, appreciation, and belief in the sacred interdependence and interconnectedness of humanity. It is the process of learning that we are one expansive human family. This is a journey from fractionalization to wholeness, from division and separateness to unity. It is a recommended protocol for increasing our individual and collective capacities for perspective-taking, empathy, and compassion.

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Healing and Relationship Building reached a consensus on the following vision of a racially healed and transformed society: “We imagine an America where all people are seen through the lens of our common humanity and we see ourselves in one another. This new society is characterized by love, interconnectedness, mutual respect, accountability, empathy, honoring nature, and care for the environment. In this society, healing and justice flow from authentic relationships.”

At the time of this writing, more than one thousand people have been trained to cofacilitate this process. It is being used on at least twenty-nine college campuses, by at least fourteen local jurisdictions, and in numerous organizations and their local affiliates, including but not limited to the American Library

Association, the Association of American Colleges and Universities, the Association of State and Territorial Health Officials, and the Community Action Partnership.

Racial healing is the centerpiece of the comprehensive TRHT strategy and framework for transforming the culture, ethos, systems, and structures of opportunity to achieve and sustain equity for all. The TRHT framework was informed by the globally recognized truth and reconciliation commission (TRC) process—the most widely recognized of which was in South Africa, although there have been more than forty TRCs in countries around the world. However, TRHT acknowledges a holistic view of positive social change by addressing both the culture of racism that shapes individual and collective beliefs and the embedded structures of systemic

racial hierarchy. The framework is based on five components: (1) narrative change, (2) racial healing, (3) separation, (4) law, and (5) economy.

TRHT Framework



In 2020, US Representative Barbara Lee introduced H.Con.Res. 100 calling for the creation of a national US Truth, Racial Healing, and Transformation Commission. Racial healing is the center of the five-part TRHT framework. Rx Racial Healing is a resource for use in implementing TRHT and related social and racial justice change strategies.

This guide is a resource for people who are contemplating the use of Rx Racial Healing Circles on college campuses and in their communities and organizations.