
These are my suggestions for how White Americans can begin the process of creating lasting racial reconciliation and healing.

Challenges that the White culture needs to overcome and address include:

- **Denial of racism.** We must stop denying the existence of individual and systemic/institutional racism. They exist, and are still at work to keep White Americans in power.
- **Education about racism and inequality.** We cannot rely on our Black and Brown brothers and sisters to educate us about racism, White supremacy and the inequalities that exist because of it. (Please check out the resources in Appendix G.)
- **Defensiveness about race.** We have to stop taking discussions about racism as a personal attack and instead be open to hearing about our blind spots. We all carry some bias, and the only way we will get past it is to talk about it.
- **Little or no exposure to People Of Color.** Take an inventory of your personal, work and church relationships and connections. Do you mostly operate in completely White spaces? If you have opportunities, invite People Of Color into your home, workplace and church without any expectations. They should not act as free education for you, or to resolve your guilt, but try to do this out of an expression of Christlike 'agape' love.
- **Become aware of your bias.** This resource contains several tools to help you become aware of your bias. None of us are free of bias, we are all fallen, so earnestly learn about how you need to change.
- **Stop denying that White privilege exists and learn how it supports racial inequity.** You may not feel privileged, but it is likely that you have been excused from numerous negative experiences, as well as benefitted positively simply because of your Whiteness. Denial of White privilege keeps the current systems affected by racism in place, and we must begin to change that.
- **Racism is not an individual act, it is systemic and institutional.** Racism is perpetuated by individuals, but the larger harm comes from systemic or institutional racism. It began with slavery and the notion that Black people were morally and mentally inferior, and has continued through Jim Crow, Black codes, redlining, segregation, mass incarceration and more. Our foundations were built on racism, and it is still strongly felt in every aspect of American life.
- **Stop trying to be 'colorblind'.** While this might sound helpful, it actually ignores the God-given differences we all possess, as well as the beautiful cultures of our Black and Brown brothers and sisters. Instead of trying to be colorblind, try seeing the beauty in our differences, and welcome them into your homes churches and workplaces. Being colorblind also ignores the discrimination our Black and Brown brothers and sisters face and does not allow us to address racism properly.

Practical remedies for the challenge before us:

- **Have an honest awakening about race in your life.** Books like *White Awake* and *White Fragility* can help, as well as earnest prayer and completing this resource.
- **Take a personal inventory on race and discuss it with a friend.** If you engage a trusted Black or Brown friend, please make sure they have the emotional and mental capacity to handle this.
- **Intentionally establish relationships with People Of Color.** 'Make a friend that doesn't look like you and you can change the world' – Kareem Abdul Jabbar.
- **Engage in conversations about race.** This resource is a great start, but keep having these conversations regularly.
- **Realize that we are all unique human beings.** We are all stamped with the same image of God. God sees us as all equals and loves us the same. We are joint heirs to the same Kingdom of God.