



*This edition of Feel Good Friday is dedicated to providing you updates about Delaware Racial Justice Collaborative initiatives and accomplishments.*

## Growing Together in a Journey of Racial Learning

During this month two years ago, the **Delaware Racial Justice Collaborative** embarked on a journey of racial learning and growing together.

We began Delaware’s largest racial equity challenge with 8,000 worldwide participants in September, 2020. Most of us were like children on the first day of school; excited, not knowing what to expect, but full of hope for what we would learn and share with others.



**Tierra Fair**

Our worlds were much different then, since the outcry of George Floyd’s murder brought riots, marches, and questioning all over the United States, including Delaware.

No one knew exactly how to feel or what do next; we all just knew we wanted something to change. Because we also knew insanity is doing the same things over again and expecting different results, and we didn’t want to bear the same burdens of our forefathers without making real change for future generations.



**Raina Allen**

Since the month-long challenge in 2020, we continued the journey with monthly challenges in 2021, and quarterly challenges this year with thousands of participants, including a cohort of high school students consumed with the desire to grow in their own understanding of race and racial issues, eager to explore how they can help make Delaware a more equitable place for all people.

Many will ask the question, where are we now? How did this Racial Equity Challenge help and is it still needed today?

The outcomes and impact of the Racial Equity Challenge cannot always be measured. How do you measure the impact on a 67-year-old white male who said taking this Challenge forced him to see his own implicit bias and know he could do better? How do you measure that a 43-year-old white woman said she realized that she had books

in her house for her 6-year-old mixed raced child that had black and brown faces, and that by taking the Racial Equity Challenge she realized the negative effect it could have on her child? How do you measure the impact of a 32-year-old black male's statement that the Racial Equity Challenge helped him realize that institutionalized racism is real.

The Racial Equity Challenge gives people easily digestible foods for thought around racial issues. It allows for self-discovery without being banished for not knowing or understanding topics that we sometimes think we should know already. It allows people to ask questions of themselves of how they can change and how they can change the world around them.

We would be remiss if we didn't thank the people who make the Racial Equity Challenge possible, particularly the Diversity, Equity and Inclusion Committee of the Delaware Racial Justice Collaborative. On behalf of all of us, the fight for equity is a constant struggle. Your mission is to find your place in the movement, and you can start by simply taking the Challenge.

The Racial Equity Challenge is for all people of all colors and all ages who wish to understand the complexities of race in America. You can begin taking this quarter's Challenge on Institutional Racism on September 19, 2022. **[Go to the website to sign up.](#)**

Sincerely,

**Tierra**

Tierra Fair  
Vice President,  
Engagement & Partnerships  
United Way of Delaware

**Raina**

Raina Allen  
Director  
Delaware Racial Justice Collaborative

## Looking Back on August Quarterly

During the week of August 22, our community celebrated African American religious freedom during August Quarterly. August Quarterly began in 1814 to commemorate the founding of the first African American church in the United States, Union Church of Africans.

Today, the Union Church of Africans is represented by Mother African Union Church in Wilmington, Delaware. Rev. Dr. Ronald Whitaker, II is the senior pastor, Associate Dean of Cabrini University's School of Education and member of the Delaware Racial Justice Collaborative. The DRJC was proud to convene a community conversation during this year's August Quarterly.

Saturday's Liberation Fest served as host for the community conversation on the Implementation of Incorporating Black History & Experience into K-12 Curricula. Discussion points included issues around how Black history and the Black experience will be presented in a holistic way, how Delaware Black history will be incorporated into K-12 curricula, and how to engage with the Delaware Department of Education's work on the issue.

The panelists were:

- George Beckerman, Founder, Civic Culture Institute & Social Studies Substitute Teacher, Cape Henlopen School District
- Bebe Coker, Civil Rights Leader
- Rev. Dr. Lawrence Livingston, Senior Pastor Emeritus, Mother African Union Church; and Assistant Professor, Associate in Arts Program, University of Delaware; and
- Dr. Monica Minor Gant, Associate Secretary, Academic Support, Delaware Department of Education (DDOE).

Dr. Marlene A. Saunders, LMSW, MSW, Founder, Let The Truth Be Told, served as moderator and DRJC Director Raina Allen hosted the panel.

Several important dates were mentioned by Dr. Gant which include:

- Oct 14 Statewide Equity Summit,
- Nov 15 school districts and charters must submit HB 198 progress report to DDOE
- Jan 15 DDOE to submit report to Governor Carney.

DDOE's HB 198 update offers a good deal of information on the path forward, and can be **found here**

Parents, community members, and all DRJC members are strongly encouraged to engage in conversations to help support the implementation of HB 198.



**Panelists include: Left to right: George Beckerman; Rev. Dr. Ronald Whitaker, II, Mother African Union Church; Dr. Monica Gant; Bebe Coker; Dr. Marlene Saunders; Debra O'Neal, Let The Truth Be Told; Rev Lawrence Livingston; Raina Allen**

## Thoughts on House Bill 198

### If All Lives Matter

*Remarks by Rev Dr. Lawrence Livingston, Senior Pastor Emeritus, Mother African Union Church; and Assistant Professor, Associate in Arts Program, University of Delaware. Delivered during Liberation Fest panel hosted by the Delaware Racial Justice Collaborative at August Quarterly in Wilmington on August 27 in Wilmington. Edited for space*

Thank you, Rev. Dr. Ronald Whitaker for this Liberation Fest, as part of the August Quarterly. It moves the baton along in the long race toward freedom. The baton has been passed from Peter Spencer reminding us the Black Church is different.

It is appropriate for us to discuss HB 198 here; it is in keeping with the liberation principles of Peter Spencer, who had a school with all of his first churches, and the August Quarterly. Thank you also to Rep. Sherry Dorsey Walker for her vision and courage to sponsor HB 198.

In recent years, a response to "Black Lives Matter" has been "All Lives Matter." If all lives matter, why after 400 years are we just now discussing a school curriculum that includes the presence and significance of African Americans in our society?

If All Lives Matter, why do our children not know that it was the labor of enslaved people that supplied the world with cotton, tobacco, and other commodities from this

labor? If All Lives Matter, why do our schools not teach that Black bodies laid the foundation for the banking, and insurance industries?

Did you know that the first mortgages in our country were taken out on land, buildings and Black bodies? Some of the first commodities insured in this country were also Black bodies.

If all lives matter, we wouldn't have to correct the lies and whitewashing of history. Rosa Parks didn't give up her seat on the bus because at 42 she was old woman with "tired feet." That's a lie and we need to let the truth be told.

We need HB 198 implemented to fidelity. An operationalized African American history in schools will eliminate the special treatment of only discussing Black History during one month. It shouts to our society a theme called out by Peter Spencer and other African American Freedom fighters that, *Yes! "Black Lives Matter, Too!"*

## On the Ground with HB 198

by George Beckerman

State of Delaware House Bill HB 198, signed into law on June 16, 2021 by Governor John Carney, states: "This Act requires each school district and charter school to establish and implement a curriculum on Black History for students in grades K through 12. This Act incorporates contemporary events into discussions of Black History and the tools of experience."

Consider this:

- There are more than 200 Delaware district and charter schools. Enrollment exceeds 140,000 students
- We have 19 independent school districts with publicly elected non-partisan school boards and 24 charter school clusters
- 43 district and charter Delaware high schools
- 11 are in Sussex County where I live
- Each school system has educators on staff who are responsible for instruction, curriculum and professional development

Can you envision the complexity of implementing the HB 198 mandate in every grade, in every pertinent discipline, in every school? Our expectations need to take this complexity into account.

Dr. Monica Gant and her Delaware Dept of Education team are sorting out priorities. Surely, district and charter administrators and educators will be doing quite some sorting.

My ON THE GROUND focus is on high school juniors and seniors and their social studies teachers. During this coming school year,

- I will introduce myself to the 11 high school social studies chairs.
- I'll be describing my professional and my community/citizen interests in implementing HB 198 and also in American History, Government, Politics and Civics.
- And I'll be suggesting ways I can help them implement HB 198 in their schools, e.g., getting their questions answered, and sincerely inviting their requests for that help.
- I will report my findings to Let the Truth Be Told to use in tracking progress and in publishing facts and opinions for its readership.

Sign up at the website, and become a reader: [www.letthetruthbetold.net](http://www.letthetruthbetold.net)  
Further, and importantly, on a regular basis, I will keep in touch. We need to be in this for the long haul.



## Governor Carney Signs House Bill 375 Into Law

Governor Carney signed into law House Bill 375 creating a new Racial Equity Consortium on August 30 in Wilmington.

This new entity, housed at Delaware State University, brings the African American task force into Delaware Code with the power and governing authority needed to act on the task force recommendations. It also guarantees a longer-term investment by the State of Delaware to remedy the systems failures that African Americans have experienced.

The creation of the African American task force was an important step. Various committees conducted a full examination of the issues and systems that support and impede progress for African Americans. The task force created a dashboard and set a path forward. The Racial Equity Consortium will build on the strength of that work.

The Delaware Racial Justice Collaborative and United Way of Delaware were proud to support the bill and attend the bill signing along with the bill's prime sponsor, members of Delaware Legislative Black Caucus, Attorney General Jennings, and the Director of the State's Office of Diversity. We look forward to remaining engaged in their work to make Delaware more equitable for all.



(Left) Cleon Cauley, Rep. Stephanie T. Bolden, Raina Allen, Governor John Carney.

(Right) Rep. Stephanie T. Bolden, and Anne Farley, co-lead of DRJC public policy committee.

## 2022 Minority Small Business Program Kicks Off

United Way of Delaware (UWDE) and Delaware Racial Justice Collaborative (DRJC) kicked off the *Stand By Me* Minority Small Business (MSB) program's second series with a meet and greet on August 30 at the University and Whist Club.

Business owners, friends, and UWDE/DRJC team members enjoyed an evening of networking and learning about the program's newest group featuring a diverse range of businesses.



This is a program with proven results. Nationally, Black-owned businesses in general fail at a rate four times greater than other businesses. But here in Delaware, the participants in the first series of the MSB program grew revenue by a total of some \$1.6 million in one year.

Hanif (Adam) Ahmad, Director, CRA (Community Re-Investment Act) Officer from Barclaycard US and UWDE Board Member; and Donna Snyder White, UWDE Vice-President of Financial Empowerment shared how they are working statewide to improve access to business capital and remove barriers that impede minority businesses' ability to grow.

A few spots are still available for businesses in Kent and Sussex Counties. Apply by [visiting our website here.](#)

Of the 9.70 million minority-owned firms in the U.S., some 1.04 million have paid employees, leaving a whopping 8.66 million businesses solely supported by family members and spouses. Overall, Minority-owned employer firms contribute \$1.48 trillion and 9.43 million jobs per year to the U.S. economy.

This is why United Way of Delaware undertook a business focus that is inclusive of all small businesses of color. We look forward to seeing our MSB participants' businesses grow and flourish and we thank them for their dedication to the program.

[You can watch a short video of the second series kickoff below.](#)





## "Amplifying Black Youth Voices" Town Hall

On Tuesday, September 13, The Delaware Racial Justice Collaborative (DRJC) and the Southern Delaware Alliance for Racial Justice (SDARJ) hosted a town hall entitled "Amplifying Black Youth Voices."

The program aimed to do just that, hear from our black and brown young leaders about the importance of having a voice in their educational setting and receive tips and suggestions about how adults can better support them.



This was a two-part panel discussion that allowed us to hear from students who have started their own advocacy and educational efforts in their schools by joining or forming a Black Student Union.

The second portion of the discussion was led by DRJC Director, Raina Allen who created a space for students to share their thoughts about the existing programs that work to engage and uplift young leaders. and what improvements can be made to better support them.

We extend our gratitude to the speakers: Tariah Hyland, Howard University; Nesity Cherazzard, Sussex Technical High School; Kenny Norwood, Trinity College; Cassidy Baptiste, Ursuline Academy; Naomi Allen, Sanford School; and Jocques Bowe, Educator at Sussex Technical High School, Director/Program Coordinator Pathways To Success, and Sussex County Program Coordinator for First State Community Action Agency.



## Announcing 10<sup>th</sup> Annual Anti-Bullying GSA (Gender Sexuality Alliance) Summit

United Way of Delaware's PRIDE Council is thrilled to announce the 10<sup>th</sup> Annual Anti-Bullying GSA (Gender Sexuality Alliance) Summit for LGBTQ+ youth, their advisors, and their allies on October 15, 2022, from 11-3:30 p.m. at Delaware Tech's Carter Partnership Center in Georgetown,

We have been intentional about receiving feedback from youth and previous participants to improve the Summit and are geared to bring impactful community leaders such as our Keynote Speaker DeShanna Neal, and legislative leaders Sarah McBride, Marie Pinkney, and Eric Morrison. Representation is both important to us as an organization, and for the future generational leaders who will have the opportunity to talk with those who create change in public policy.

We are asking for your support in aiding the PRIDE Council by disseminating information about the summit, inviting key leaders who can benefit and contribute to the conversation, and recruiting volunteers and youth for the summit.

Here are a few things you can do to get started:

- Please invite LGTBQ+ youth and those who advocate for them! All GSA Advisors are also invited.
- Register for the Summit by visiting [www.uwde.org/gsa](http://www.uwde.org/gsa)
- We provide bus transportation at the following stops and times, which you can sign up for upon registration. Buses require permission slips and adult chaperones. Adults not volunteering are encouraged to take their own transportation, but are welcome to use the bus if needed:
  - Riverfront Penn Cinema, 401 S. Madison Street, Wilmington,

- DE, Departure 8:45 am, Return 6:00 pm
- Westown Middletown Theater, 150 Commerce Dr., Middletown, DE, Departure 9:15 am, Return 5:15 pm
- Milford Movies 989 N. Dupont Blvd, Milford, DE 19963, Departure 10:00 am, Return: 4:30 pm

**Be a Volunteer! Visit [www.uwde.org/gsa](http://www.uwde.org/gsa) and click volunteer.**

## Black Student Union Support Coming Soon

This past spring the DRJC hosted Delaware's first annual Black Student Summit to connect and uplift members of Black Student Unions & Associations, Advisors, School administrators and allies that support them as they fight for equity and justice. There, the students asked for more opportunities to connect and network with other Black Student Unions in the state.



We are happy to share that now we are planning to create spaces for Delaware Black Student Unions to network and engage year-round!

We will host follow-up events for students and advisors this fall as we begin to plan for the Black Student Summit for 2023!

Youth voices are extremely important to us as we practice a “for-youth, by-youth” model. We will provide opportunities to prepare, train, re-fuel and uplift students and the adults that support them as they await the Spring Summit.

If you would like to support a Black Student Union or volunteer for our next summit please fill out [this short form](#) and select “youth and young adult leadership” work stream to receive updates.



## Upcoming DRJC Events

### DRJC WorkStream Schedule September – December 2022 (FGF)

#### **Wealth Creation – Monday 10/3, 11/7, 12/5 @ 10:30am**

The wealth creation work stream has been working diligently on homeownership and the retirement savings crisis. We will be focusing on education surrounding the Expanding Access to Retirement and Necessary Savings (EARNNS) program and discussing our response to the retirement savings crisis.

#### **Public Policy – Tuesday 10/4, 11/1, 12/6 @ 9am**

Between now and December, the public policy work stream will be focusing on local governments and initiatives. Join us to discuss and determine which local government or initiative we will be working on!

#### **Criminal Justice – Wednesday 9/21, 10/19, 11/16, 12/21 @ 2pm**

The Criminal Justice workstream will be shifting its focus to following the implementation of the law enforcement body-worn cameras policy. Please watch our

**Real Talk about body cams implementation** featuring Deputy Attorney General Mackler, Chief Ogden, the ACLU, and Delaware Center for Justice and come ready to discuss.

### **Education – TBD**

Help us shape supports for our Black Student Unions (BSU) and plan our virtual meetups for advisors and students!

### **Youth & Young Adult Empowerment**

Join UWDE PRIDE Council's Gender Sexuality Alliance (GSA) Committee to plan their **Tenth Annual Anti-Bullying/GSA Summit** (October 15).

*To learn more about the DRJC, please visit [uwde.org/drjc](http://uwde.org/drjc). If you are interested in becoming a member, please reach out to Jalyn Powell*

*[OUTLOUD@jalynpowell.com](mailto:OUTLOUD@jalynpowell.com)*

*For DRJC related questions, email DRJC Director Raina Allen [rallen@uwde.org](mailto:rallen@uwde.org)*

## **DIALOGUE TOWARD ENDING RACISM**

The ***Southern Delaware Alliance for Racial Justice*** and the ***Delaware Racial Justice Collaborative*** are aligning our work to power up the fight for racial justice. We urge you to consider participating in this upcoming initiative.



Racism affects our community and every person's quality of life. It shows up in inequalities between groups and in tensions among people from different

ethnic backgrounds. To have healthy communities and a more benevolent country, we need to face racism head-on. In a democracy, there must be ways for everyone to have a voice in finding the solutions and in carrying them out.

This is a dynamic program that moves us from talk to a greater understanding of those in our communities. You've had conversations about racism before, but this program dives into the real issues and root causes and evolves to building new friendships and opportunities to be involved in our community with a goal of finding solutions to achieving SDARJ's vision of "ending racism and its corrosive consequences." Now more than ever, we need to listen to each other, break down the walls between us, and channel our emotions into meaningful relationships that become the foundation for sustainable change.

The program includes seven (7) group discussions among 8-12 individuals, guided by trained facilitators, focusing on race, racism and being thought partners to find solutions for ending racism.

We have scheduled group meetings as follows:

#### **Group 1**

Facilitators: Sharon Bernstein and Joseph Lawson

Dates: 10/1, 10/8, 10/15, 10/22, 10/29, 11/5, 11/12

Meeting Place/Time: Lewes Library from 10 – 12 am

#### **Group 2**

Facilitators: Marlene Saunders and Lori Yadin

Dates: 9/27, 10/3, 10/11, 10/25, 11/1, 11/8, 11/15

Meeting Place/Time: Richard Allen School (Georgetown, DE) from 6 – 8 pm

#### **Group 3**

Facilitators: Joseph Anastasio and Robin Fisher

Dates: 9/28, 10/12, 10/19, 10/26, 11/2, 11/9, 11/16

## COMMUNITY ANNOUNCEMENTS



**Governor's Central Delaware**  
**CAREER EXPO**

Learn about careers in a *variety of fields*, including:

- 🏗️ Construction
- 🎓 Education
- 🏥 Health care
- 🚚 Logistics
- 🏭 Manufacturing
- 👮 Public Service
- 🚗 Transportation

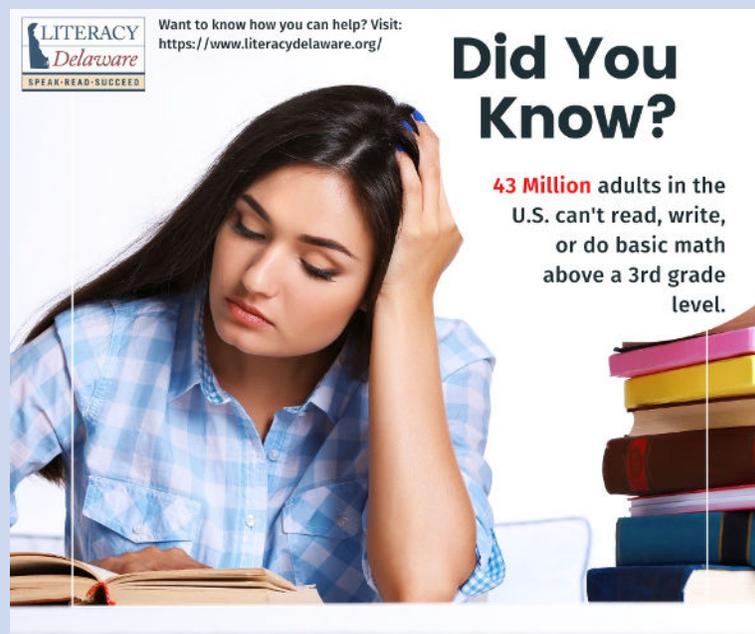
*And many other professions!*



 **September 21 | 3:00-6:00pm**  
📍 **Blue Hen Corporate Complex**  
[governor.delaware.gov/careerexpo](http://governor.delaware.gov/careerexpo)

*Thank you to our sponsors!*

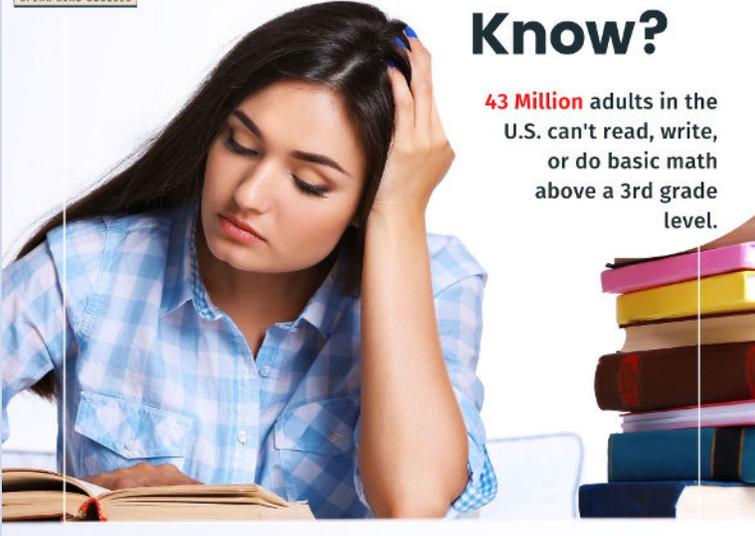


 **LITERACY**  
*Delaware*  
SPEAK-READ-SUCCEED

Want to know how you can help? Visit:  
<https://www.literacydelaware.org/>

# Did You Know?

**43 Million** adults in the U.S. can't read, write, or do basic math above a 3rd grade level.





## Festival Hispano!

**SEPTEMBER 18**  
**Georgetown**

In Delaware, the Hispanic Festival has been a tradition since 1976, brought to you by dedicated volunteers serving Nuestras Raices DE Inc. This event is an opening celebration to Hispanic Heritage Month, Sept 15 through Oct 15.



UWDE's Latinos Unidos will be there! Come join the celebration with us!



**If you would like to make an impact  
on the effort to create an equitable and just Delaware,  
please donate to support DRJC and our important work.**

**[Make an online donation here](#)**



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