

Rep. Rena Moran, Rep. Ruth Richardson, Rep. Lisa Demuth and members,

Thank you for taking a stand for Racial Justice and addressing issues of racism. The problems have existed for centuries, and continue for many different reasons, requiring different solutions. Over the years, there have been different solutions, but a few steps forward have also been affected by steps backwards depending on how those in power and control valued people needs for the solutions. We're glad that this committee has recognized the needs of the people and where it takes collaborative solutions at all levels and across all fields.

Racial bias, racism, and adverse acts against people of color occur everywhere with incidents too numerous to list: in businesses, retail stores, grocery stores, government entities, boards/commissions/committees/councils, organizations, faith-based entities, educational institutions, healthcare providers, service providers, housing, public safety, professionals in the justice system, communities, neighborhoods, and even among mixed race family/relatives.

Root causes have included values of individuals recycled over generations and imbedded by individuals within systems. Environmental factors include war, types of government and systems which protect racial injustice, out-of-control conflicts and competition, and impact of personal beliefs and mental health influencing system designs and operations. Media has covered incidences where just one individual with technical expertise can overthrow a government, shut down major business operations, and organized mass demonstrations worldwide. What needs to happen is organizing for the common good and positive outcomes.

Levels of racism range from racial bias to aggression as abuse and violence. Adverse actions are intended to harm, damage, or destroy a person, community or ethnicity; their property, livelihood, and other aspects of living. Genocide and extermination are more extreme forms of racism against ethnic populations, which also affect people's property, livelihood and living.

Victims can have minor to major damages, be impacted in multiple ways including what affects their families, livelihood, housing, health, access to quality services, access to necessities of life, income, funds they have to live on, etc. Worst is when victims lose their lives.

In the 1990s, it took more than the 4 state Councils of color to pass enhancement of criminal penalties for racial bias. Jewish organizations and a Jewish Representative Jim Rhodes (R) took the lead.

**Solutions to racism, bias and discrimination within local and state government, agencies, and the justice system - would include removal and relocation of individuals who harm others from their positions, and dismantling, restructuring and redesigning systems where racial injustices exist. Similar policies should influence racism occurring in businesses including those selling to consumers, healthcare, academia, etc. Within communities and between strangers – solutions are different. Strong rules and policies are needed to control any harm and damage they can do, retribute their victims, and change their thinking and behaviors.**

**Some tools can be enhanced to cover recognizing characteristics of people who engage in racial injustices, discrimination, and harm to others. Tools include, but is not limited to the circle diagrams of abuse and violence, certain sections of the MMPI (mental health), and other tests. DEI tools may only apply to those who can and are willing to change their behaviors. Other tools and curriculums need to be created and tested for effectiveness.**

**Education and training can only change people willing to change. Individuals engaged in adverse actions can "con" most people into thinking they are good when they are not. Their thinking, behaviors, and adverse actions will show their "actions speaking louder than words.**

**Some individuals can be changed by existing therapy, new therapies will need to be developed, and other tools will be needed for those who cannot change.**

**Solutions here include but are not limited to: criminal penalties, civil penalties, better screening before hiring/placements/appointments, termination, relocating them to where they can do no harm, mental health treatment and therapies, restitution, etc.**

**Existing systems addressing abuse and violence, bullying, disparities, inequities, gender bias, sexual harassment, crime, codes of conduct, ethics and values – can all be enhanced to cover acts of racial injustices because racism involves these acts targeted against certain populations.**

**Mental health is a major factor which has its own solutions. New solutions beyond medication and talk therapy to have a healthy mind - are needed. The health and medical professions have not yet addressed racism solutions in their practices, even though many racially bias professionals in these field have used their positions and knowledge in acting against targeted populations. (One even slanted an MMPI evaluation to have a person of color “committed” instead of dealing with the physical problems from an assault.) Like the COVID 19 virus, the “disease” had spread worldwide and needs new solutions at every level because of its impact in causing problems at those levels. Legislators were correct in naming “racism a public health crisis”.**

**Systems redesign and restructuring will require more than those with technical expertise. Visionaries, system architects, innovators, open minds and open hearts are needed. Reverse engineering will help in dismantling the features imbedded in the systems, then redesigning, restructuring and rebuilding the systems.**

**Systemic changes need people working on solutions from the top down, bottom up, and everywhere in between. Change will take time because of its complexities; new people joining who need to get up to speed, go through education & training; leaders who can’t continue the fight for various reasons as health, family, moving, changing jobs, passing away, etc.**

**Allies are needed in all areas and levels including where there are people perpetuating racial injustices who are putting it in or maintaining it in the systems. Allies include leadership at the local, state and federal level including courts, executive branch, elected officials, government agencies, etc.**

**Nurturing, mentoring, and guiding the young and future generations to prevent perpetuation of racial injustices and sustain positive solutions needs to happen. There are many heroes and heroines they can learn to emulate, including elected and appointed officials in Minnesota. Here too, legislators can make a difference.**

**Thank you for your time and consideration of the issues and solutions.**

Respectfully submitted,  
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