

# YEAR 5

## REPORT

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22

**TRHT METRO LANSING**

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Narrative Report



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## Overview

**When One Love Global began the Truth, Racial Healing and Transformation process in Metro Lansing five years ago, we dreamed into the ways our community could advance racial equity and systems change.** We envisioned that Metro Lansing would examine the truth of our history and how racial inequities have been perpetuated; that racial healing circles would tap the potential of relationships to lead to transformation in Metro Lansing so there is justice, fairness, and racial equity for all; and that we would begin to build the beloved community of our dreams together.

We recognized early in the process that five years would pass quickly and that deeply entrenched racism would require long-term organizing infrastructure and strategy to uproot. Instead of a Theory of Change, we crafted a Theory of Action to guide our efforts in the short-term and propel us toward systemic transformation. We engaged partners in an intentional period of orientation, onboarding, and relationship-building within and across sectors. We brought directly impacted people together with allies to co-create a collective community vision of what racially equitable policy and practice looks like.

We are proud of what we have grown and cultivated together — racial healing circles; leadership, organizing, and entrepreneurship opportunities for Black youth; relationships with partners like Lansing Economic Area Partnership, the Ingham County Prosecutor, and the Lansing School District; the launch of the Lansing People's Assembly and the Lansing Racial Equity Scorecard; and establishing the Center for Truth, Racial Healing and Transformation, to name a few. Our team itself has grown, from one person to now a team of two leads (one of whom was a TRHT volunteer and is now a full-time staff person dedicated to the process) and supportive staff across One Love Global's team of thirteen.

Our engagement with Black youth and the TRHT process has affirmed the ways healing and relationship building are the cornerstones of our work, because it helps people connect with their own humanity as well as others, dream into new futures, and join in collaborative transformative work. Our desire is to build trust around data transparency, which supports truth telling and narrative change. All of this feeds and sustains the policy transformation and accountability necessary for jettisoning the false belief of a human hierarchy.

We celebrate these wins and our progress, and at the same time we and those we serve feel the ongoing effects of human hierarchy and racism that continue to impact our community. The pandemic continues to disproportionately harm communities of color and exacerbate pre-existing health conditions and barriers. Black children suffer from cycles of violence and inequities, from cradle to career. We have mourned numerous police shootings and homicides. In 2021, 36 people were killed in Metro Lansing, and many of the homicides were a product of gun violence.

These realities have grounded us and challenged us to go even deeper into Truth, Racial Healing and Transformation. Within the pages of this report, we share challenges and

successes of the past year, which build on our work across the grant cycle; reflect on what we have learned; and outline our plans moving forward.

## Powerful Young People

Black youth continue to shape everything we do, both in terms of their wellbeing and through their leadership. In 2021, we discerned a new mission and vision in alignment with One Love Global's heart: Our mission is to transform communities so Black children experience justice, peace, healing, opportunity, and abundance. We envision global liberation and reparations where Black people experience radical love of self, community, and planet. This mission and vision guide us in our role as site lead for TRHT in Metro Lansing.

Gun violence continues to be a central concern for our young people. Nine children died from gun violence in Lansing in 2021, one as young as three years old. Addressing racism as a root of gun violence in the communities where we live and work is critical to defending the lives and wellbeing of our young people. The loss of any child is a loss for our whole community, and we honor that. When we gathered for our annual team retreat in September, we determined that we must value and protect their lives, boldly and openly. We committed to collective accountability for their survival when we set [One Love Global's goal for 2022](#): that no child will die from gun violence in Lansing, and we will plant and cultivate peace seeds across the other cities where we work. This goal is our North Star as we set and act on priorities moving forward.

We believe a community where no children die from gun violence is achievable. We also know that deep systemic inequities will work against us to perpetuate violence and harm. Therefore, when we work toward transformation in TRHT, we work toward what is needed so that protecting our children's lives is not a possibility but rather an imperative.

### **Peace & Prosperity Youth Action Movement (PPM)**

Transforming systems that were built on a hierarchy of human value requires that we center the people most impacted by injustice - Black youth - as leaders and informants so that transformation centers their humanity and reflects what they need to survive and thrive. We support the youth-led social justice coalition [Peace & Prosperity Youth Action Movement](#) (PPM), which centers the leadership of Black and Brown youth. PPM was created to ensure that policy reform, systems transformation, and social justice are informed by the views and voices of Black youth who may be disproportionately and negatively impacted by systems and policies. We help PPM youth build their skills, power, and statewide engagement. Recognizing the ways trauma is carried across generations and lifespans, we also support youth to engage in healing and bring this into their organizing, becoming community healers themselves.

Throughout the TRHT process, PPM youth have set and organized around the following priorities: more mental health services, education justice, community safety and ending violence, environmental justice, and creating a community where they feel they could live. In the past year, PPM volunteered and hosted events like backpack giveaways, Trunk-or-Treats,

get-out-the-vote social media engagement, and local strikes. They also participated in the National Day of Racial Healing event in January 2022.

A particularly special gathering was the PPM Crossover Day, where 23 youth from PPM chapters of Lansing and Detroit gathered in Lansing to form relationships, gather information and resources for future planning, and participate in a healing circle. The crossover event had different activities throughout the day that included team building, a capitol grounds tour, MSU tour, and professor Q&A.



*PPM Crossover Day, February 2022*

In alignment with our commitment to centering Black youth leadership and their healing, a key goal we set for the year was to hold our first youth healing circles. TRHT and PPM joined to hold space for our first youth healing circle. Two TRHT healing circle keepers led PPM in discussing topics impacting youths' lives, such as the personal effects of COVID, returning to in-person school, self-care and mental health, and their outlook on the future. PPM youth expressed that they enjoyed the process, questions, and reflections, and they are interested in holding youth healing circles in the future and having youth healing circle keepers.



*Opening of youth healing circle, February 2022*

## Freedom Summer

Through our Freedom Summer Organizing School, we teach Black youth about history, systemic inequities, civic engagement, and community organizing in order to build their power to engage in and lead transformative change. By identifying systemic racism as a root of disproportionate environmental and public health impacts, we help youth organize and advocate for environmental justice to be integrated in policy and practices for all.

Our second year of Freedom Summer Organizing School from July-August 2021 was powerful and filled with our favorite things: Love, Learning, and Action. More than 30 young people in Lansing, Detroit, and beyond experienced Freedom Summer this year, with interactive lessons ranging from history, relationship building, healing, civic leadership, and specific systemic issues. We were especially glad to organize field trips to Lansing and Detroit focused on environmental justice, thanks to the support of the Climate Reality Project.

Participants also organized amazing action projects, including the #WhyThemShoes campaign to raise awareness about gun violence and advocate for investing in the community and a Detroit Teen Healing Day. We know that cultivating a strong understanding of how racial, environmental, educational, healing, and economic justice intersect will produce ripple effects across the lives the youth touched and their futures.. Overall, it was wonderful to see how the youth grew over the course of the summer. Many who did not typically speak became active participants. Parents also reached out to say how much they were learning from their child, or the great changes they were seeing, which was exciting for them.

A variety of partnerships were essential in keeping Freedom Summer content engaging in a mostly virtual space again this year. Apart from the day of simultaneous field trips in Lansing and Detroit, all sessions were held on Zoom. Instead of leaning on our main facilitators (one of whom was an alum of Freedom Summer) to cover all of the topics, we were able to bring in guest speakers ranging from local professors to organizers to local policy makers and members of the Michigan Independent Citizens Redistricting Committee to allow participants to interact with more adults who are passionate about supporting youth voices. One participant's favorite session for two years in a row has been the one focused on self care and healing, where we bring in some of our healing practitioners as guests. Partnerships with more organizers, policy-makers, and community gardens were essential for our Lansing and Detroit field trips that centered around environmental justice and the Red, Black, and Green New Deal.



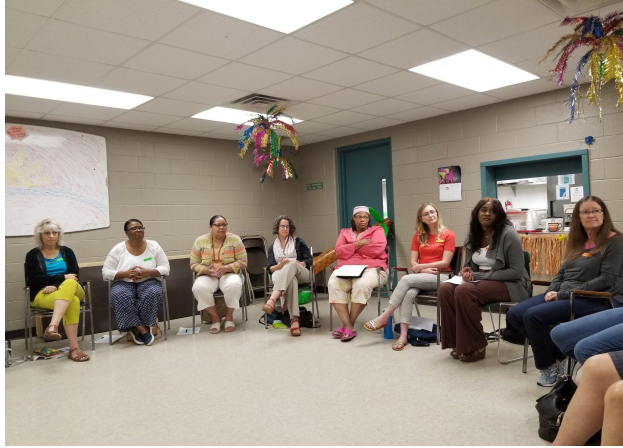
We are continuing to build on these amazing connections again as we enter our third year of Freedom Summer.

Our main lessons from this year's Freedom Summer were the need to create new pathways of participation, building in additional in-person activities as safety permits, and beginning action projects earlier in the program. We had more youth apply to Freedom Summer than we had capacity for and some participants ended up needing to miss some sessions because of work and school starting back in August. To make the Freedom Summer content accessible to more young people this summer, we are planning to offer "a la carte" sessions that are free for any youth to join so they get the content without as much of a time commitment. Since our in-person field trips were a highlight of the summer, we hope to build in at least one more in-person day at the beginning of Freedom Summer so that the participants can get to know each other in a non-virtual space and receive some team building early on. We also aim to have participants begin their action projects earlier so we are better able to support completion of their projects before Freedom Summer ends. We look forward to using these lessons to continue to improve and expand Freedom Summer Organizing School in the coming years.

## Healing Justice

Perhaps one of the deepest growth points for us during our five years implementing the Truth, Racial Healing, and Transformation process and framework in Metro Lansing was our ongoing exploration of #HowWeHeal. Learning and engaging in the TRHT healing circle process has been extremely meaningful to us as individuals, a team, and community. They have challenges and invited us to deepen the ways we honor Indigenous peoples and practices, to engage with our hearts, and to sit with the power of stories.

At the end of this fifth year, we have many questions and curiosities to explore, but we know with certainty that healing is an ongoing process that is unique to each person and that necessarily moves alongside, supports, and sustains our transformative efforts. Many members of our community are hungry for healing, as evidenced by the upsurge of interest in circles around our major events like the National Day of Racial Healing celebration. People who have experienced the healing circles have shared testimonies about how they made a meaningful difference in their lives. At the same time, not everyone is ready to enter a circle process, especially with a racially diverse group. This has led us to explore affinity circles, especially for Black folks, and also for people of specific professions and communities, to begin the process around shared identities and/or experiences. We also continue to explore how art and music can be inviting and healing within the process.



*Healing circle from 2018*



*Healing circle from 2021*

## Healing Circles

We began to hold healing circles in Year 3, first at the National Day of Racial Healing celebration held at the Lansing Center, and then at the One Love Global office, bringing together a diverse group of participants representing multiple ethnicities and generations. The facilitator group, who we call Circle Keepers, consists of active community organizers who also represent multiple ethnicities and generations. As prescribed by Dr. Gail Christopher's Rx Racial Healing, there are two circle keepers of different races who facilitate the circles. The strength of the healing circles is creating a respectful space for participants to discuss their truths, hear the truths of others, and feel inspired to take further action to promote racial justice.

With the onset of the COVID 19 pandemic, we pivoted to holding healing circles online. There was initial concern about losing some of the camaraderie formed during in-person experiences, but participants fully embraced the new format.

Community healing circle cohorts happened throughout 2020-2021. Cohorts consist of circle participants that meet once per month over 4 months. During the world-wide protests in 2021, the healing circles provided a source for rich dialogue around racial injustice. The majority of participants were white females with quite a few middle-aged who sought greater understanding of racial inequity. Admittedly, it was challenging to keep Black and Brown participants engaged in the cohorts because, at times, they felt like their stories served as beneficial learning points for white people without any reciprocal benefits for themselves, thus, they perceived a lack of balanced vulnerability. The circle keepers became acutely aware of this and took action to correct it by crafting prompts that challenged white people to examine their behaviors that consciously or unconsciously promoted white supremacy. Instead of spending time in the circle to elaborate on





anti-racist practices, resources were provided for participants to educate themselves. In addition, affinity cohorts were created to provide greater focus among people with similar interests and professions. Creating specialized cohorts has allowed circle keepers to facilitate deeper discussions on racial healing in the context of specific groups. For example, a community circle was held for people in Saline, Michigan where there was a racist incident at a school board meeting. A healing circle cohort was formed for teachers who were struggling with shifting from in-person to online instructions. Part of the discussion centered on the needs of Students of Color and how their teachers should enhance multicultural awareness in order to improve communication and connection with these students.



*Nurses healing circle 2022*

Since October 2021, we have held healing circles with nurses via Zoom as a safe space for them to release tensions from racism as front-line workers. This year, one of our circle keepers became the president of the American Holistic Nurses Association, which created a connection and opportunity to expand our healing circles to nurses from across the nation who are members. We have facilitated three nurse cohorts and plan to add another by the end of the summer. Going forward, our plan is to train new circle keepers among the nurses and provide healing circles to nurses employed by local health systems. The healing circle conducted with the Peace & Prosperity Youth Action Movement youth marked an important step in our vision of bringing more youth-led healing circles to the young people in our community who have also expressed an interest and a need for racial healing. The next step of this plan is to have youth circle keepers hold healing circles at their schools. In May 2022, we held healing circles at our

Faith Summit, a community conversation about segregation in Christian churches (more on this in the section on working groups).

## **Racial Equity Accountability Process**

For over a year, Black, Brown and Indigenous community members have come together to envision a racial equity accountability process (REAP) guided by the central question: What does justice that heals look like? The process is rooted in African and Indigenous practices, centering survivors, equity, care, dignity, and accountability. The process is part of TRHT and moves in alignment with the Breathe Act to increase accountability, particularly in ways that protect populations targeted by law enforcement.

We extended invitations to the two Lansing mayoral candidates, Andy Schor and Kathie Dunbar, and members of the Alliance of Lansing Pastors, to participate in a racial equity accountability process. [View the announcement here](#), [see the promotional video](#), and [read the invitations](#) to learn more.

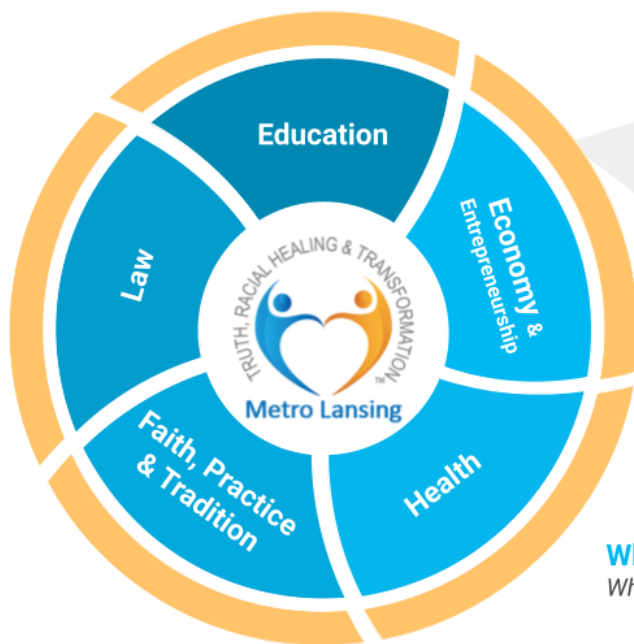
## **Working Groups & Transformative Partnerships**

Our reach and impact is possible because of the trust and relationships we have built over the past years and the collaborative efforts that have arisen from it. In the first few years of implementing the TRHT process, we formed and gathered in teams based on the five pillars of the TRHT framework. These teams included institutional representatives as well as individual community members drawn to the TRHT process and purpose. Over time, we determined that more intersectionality was needed in order to have a deeper impact. Rather than isolated actions and events, we wanted to pursue policy and systems transformation within institutions and leverage people power for community organizing. After experimenting with “all teams” meetings, we restructured in Year 4 with five revised working groups, monthly combined luncheons, and working sessions with a few established institutional partners.

### **Working Groups**

TRHT Metro Lansing has 5 active working groups centered around systems transformation efforts: Education, Health, Faith, Law, and Economy.

When processing an issue or introducing an idea, group members are asked to consider the questions in the diagram on the following page. This criteria is helpful in determining whether an idea has a sustainable focus aligned with the TRHT-Metro Lansing Theory of Action before it becomes an action item.



## GUIDING QUESTIONS

- How are **youth** impacted?
- What do **healing** spaces look like in this area?
- What false narratives still exist in this area of the work, and how do we implement **truth storytelling**?
- How do colonization and intergenerational poverty impact this area of the work, and how do we move **beyond separation**?
- How will we contribute to / build the **Beloved Community Fund** to sustain this work?

## What will we implement in the next 30 days?

*What is uniquely possible for us to accomplish together by leveraging our connections and expertise?*

Work groups members come together on the last Tuesday of the month at the TRHT Member Luncheons. At this meeting, they report on the action items of the group. They also receive updates on community events, such as peoples' assemblies, speaker forums, election candidates, town halls, and other organizing events.

Below is a brief overview of work group activities from May 1, 2021 - April 30, 2022:

### Education

- Crafted letter to new superintendent with recommendations and TRHT sign on. Content included the following:
  - 1) Caring classrooms, trauma-informed social emotional learning, 2) Non-punitive discipline, 3) Hiring practices that represent community served
  - BREATHE Act information
  - What we can offer: galvanize parents, community connections, accountability around racial equity
- Met with superintendent
- Research and gathering information on trauma-informed pedagogy, what curriculum exists, nonpunitive, restorative justice
- Youth healing circles with PPM students

### Health

- Focused on learning, connecting dots between existing work, and identifying community resources
  - Racism as a Public Health Pandemic: identifying progress and actions following declarations

- Wrote a letter to LMTS about the need for mental health services, supported grant application for individual psychotherapy
- The Health group has reorganized with new members who onboarded from the most recent New Member Orientation (April 21, 2022). They are focusing on ways to move the needle on the HOPE Initiative health indicators in Michigan, detailed later in this report.

### **Faith, Practice and Tradition**

- Met with Communities Organizing for Racial Equity (CORE) to explore partnership
- Connected with Agape 517 for initiative focused on recognizing harm churches have done and racial healing, including promoting healing circles
- “White Too Long” book club

Shortly after the grant period ended, the Faith group hosted the *Voices of Faith Summit* (May 21, 2022), which examined the question “Why are Christian Churches so racially segregated?” The Summit included workshops centered around experiences of people who have joined churches outside of racial lines; reparations for Black people led by the Justice League of Lansing; and healing circles centered around the themes of the day.

### **Law**

- Centered around transforming criminal legal system by centering MBK/GEN milestones & youth priorities (youth safety, reduced police encounters)
- Transforming prosecution partnership with Ingham County Prosecutor and Vera Institute of Justice “Motion for Justice” team
  - Power of Prosecutors teach-in series through the Lansing People’s Assembly
  - Launch of Michigan People’s Assembly
- Explored the Coalition for Re-Envisioning Our Safety (CROS) model program in Ann Arbor for non-police response to crisis
  - Pursuing Unarmed Police Response in East Lansing; comparing to similar program forming in Lansing

### **Economy**

- Economic justice and social entrepreneurship partnership with Lansing Economic Area Partnership (LEAP)
- Ingham County Sunrise Small Business Grant Program
- Building out a new social entrepreneurship arm of the Freedom Summer program with LEAP, which will include skill building, mentorship, and a team-based pitch competition

## **Ingham County Prosecutor**

We have partnered with Ingham County Prosecutor Carol Siemon since 2018 as part of the local Truth, Racial Healing and Transformation process. OLG facilitated workshops with her prosecutors on implicit bias, racial equity, and discretionary decision making. Carol’s office received a grant from the Vera Institute of Justice to address racial inequities through data and

policy. We work with the Vera team to ensure transformation efforts are informed by Black experiences and community-led efforts.

One Love Global and TRHT partners launched the Lansing People's Assembly in May of 2020 as a dedicated space for innovation, community co-governance and transformation across TRHT pillars. In Summer and Fall 2021, we partnered with the Vera Institute to host a 4-part "[Power of Prosecutors](#)" teach-in series through the Lansing People's Assemblies to share preliminary prosecution data for Ingham County. Data revealed devastating outcomes for Black residents. Notably:

- Lansing's population is 11% Black people and 70% white people, but in 2019, 37% of misdemeanor cases were filed against Black people compared to 51% of cases filed against white people.
- For felonies, 50% cases were filed against Black people compared to 41% cases against white people.
- Black people in Lansing are 1.7x more likely than white people to be stopped by police. Once stopped, Black people are 3x more likely to be searched.
- Black women are 3.6x more likely than white women to have warrant requests submitted against them.
- Out of cases referred to the prosecutor's office by police, Black people are 5.1x more likely than white people to have a case referred.
- Lower-income people are 1.7x more likely to be referred by police to the prosecutor's office than higher-income people.
- In 2019, Black youth made up 100% of 9 cases disposed of as guilty for people under the age of 17

The screenshot shows a PowerPoint slide titled "A prosecutor's impact on criminal cases". Below the title, it states "A prosecutor's decision making can be organized into". A horizontal timeline diagram illustrates the process flow with four key stages marked by circles on a line: "Charging & Diversion", "Case Processing: Discovery and Pleas" (indicated by a bracket above the line), "Bail", and "Sentencing". The Vera logo is visible in the bottom left corner of the slide. A video feed of a woman is visible in the top right corner of the screen.

*Power of Prosecutors teach-in*

Final data is expected to be released in summer 2022. These efforts have led Carol's office to implement policies, such as not filing contraband charges stemming from non-public-safety traffic stops and reducing her office's use of felony firearms charges.

On February 16th, we hosted the first Michigan People's Assembly, focused on transforming prosecution and the criminal-legal system in Michigan. The assembly included an exploration of prosecution in Michigan, local data, and demystifying how prosecution functions, all to envision ways to collaborate and reduce overall incarceration and address racial disparities in Michigan. We are preparing to host additional assemblies this year to continue the conversation and connect with communities across the state where they are.

## **Lansing Economic Area Partnership (LEAP)**

We continue to deepen our collaboration and transformative work with Lansing Economic Area Partnership (LEAP) as a key partner in TRHT and economic justice. Together, we are working to address the greatest barriers to Black businesses and entrepreneurship in Lansing.

In the summer 2021, we partnered with LEAP to be a help desk resource for local Black business owners applying for the \$11M Ingham County Sunrise Small Business Grant Program, which was established with American Rescue Plan (ARP) funds. The grants assisted Ingham County small businesses and nonprofits negatively affected by the COVID-19 pandemic. We provided feedback on the process and application criteria with an equity lens and supported numerous Black applicants to navigate the application process. Over 80% of awards went to underrepresented business owners ([more detailed data are available here](#)).

We are currently working with LEAP to integrate social entrepreneurship into Freedom Summer 2022. LEAP has devoted a line item in their budget for this work, which will include facilitating a session, providing key entrepreneurial planning resources, and mentorship connections. We will also collaborate to hold a social entrepreneurship challenge for young entrepreneurs, with the opportunity for winning projects to receive seed funding.

## **Lansing School District**

The Lansing School District hired a new superintendent, Benjamin Shuldiner, in Spring 2021. The TRHT Education working group drafted a letter outlining priorities in transforming education that helped to shape early conversations with him. He has helped us to connect with people across the school ecosystem, centering issues of youth safety. We envision hosting youth assemblies and healing circles across the district, while also inviting youth into PPM. We are beginning this engagement at Everett High School, which has some of the highest instances of violence, weapon possession, detentions, and expulsions in the district. This April, we hosted a series of "preview" days at the school to introduce the students to One Love Global, PPM. The assembly on May 27 was a pilot for recurring assemblies at the school and across the district. This was an all-out OLG collaborative including PPM participants, local motivational speakers, and Hip-Hop artists. The high school principal has been very supportive of our continued

presence and engagement at the school, particularly interacting with students during lunch hours and devoting an entire school day to the assembly.



Preview days at Everett High School

## Leveraging the Power of Data: Lansing Racial Equity Scorecard

Lansing Racial Equity Scorecard Pdf

	Time Period	Current Actual Value	Current Trend	Baseline % Change
<p><b>R</b> All youth can learn and thrive in a safe and equitable community where their outcomes cannot be predicted by the color of their skin. 📄</p>				
<b>I</b> 4 Year Graduation Rate - Black/African Descent Students	2021	62.3%	↓ 1	13% ↑
<b>I</b> Number of Homeless Black/African Descent Students in the Lansing School District	2021	114	↓ 1	-70% ↓
<b>I</b> 3rd graders reading at grade level - Black/African Descent students	2019	17.7%	↓ 1	-13% ↓
<b>I</b> Percentage of Teachers Who Are Black or of African Descent	2022	7.8%	↓ 2	-28% ↓

One of the goals we named early in the Truth, Racial Healing and Transformation process was establishing a source for disaggregated data that would be widely available and easy to understand where we could actually track the progress of our racial equity and youth organizing work across the community. Grounded in truth and narrative change, we wanted to leverage the power of data to explore: How are our systems moving? Are we actually moving the needle toward racial equity? Do we really understand what's behind the data? For example, do we understand what contributes to youth employment, or to youth graduation rates? What are the

structural barriers underneath the disparities? How are our systems and structures working together to create and reinforce issues, like the school to prison pipeline?

We approached numerous government and community institutions to help champion this effort, without success, and eventually One Love Global launched our own Lansing Racial Equity Scorecard in May 2021. Using a Results-Based Accountability framework, the Scorecard is designed to meet the need for democratized, disaggregated racial equity data in Lansing, uplift truth telling about racial disparities and inequity, and hold institutions and leaders accountable for results and transformation. The Scorecard is made up of equity indicators identified and prioritized by Black youth in the community (e.g. graduation rates, youth homelessness, youth employment). The Scorecard is a tool where community members and partners can examine indicator trends from year to year. Each indicator includes the data trend and source, as well as additional information on the local context and implications of the current trend.

We initially launched the Scorecard with five indicators and have continued to improve and expand it over the past year. Users can now delve deeper into context and strategies for each indicator, learn about partners working to address the issues, and find links to opportunities to get involved or learn more. We also added visuals and opportunities for community members to share feedback and stories about how certain indicators have impacted their lives. The Scorecard has been incredibly useful when engaging in partnership conversations, as we did with the new superintendent. We have also used the Scorecard to track My Brother's Keeper milestones, focused on outcomes for boys and young men of color. One Love Global is the local convener for MBK, and since many of the Scorecard indicators line up with MBK milestones, it enabled us to compare Lansing to statewide measures to assess progress on those goals.

We have encountered various technical challenges with the Scorecard (e.g. it is not mobile-friendly and has limited options for data display). We have also grappled with some data issues related to the COVID-19 pandemic. Since we do not have data collection capacity, all of the data presented in the Scorecard comes from other sources, primarily Michigan's Center for Educational Performance and Information and the US Census. As we have been updating the Scorecard with more recent data, we came up against some COVID-related gaps like missing data from when state testing was suspended in 2020 and recent Census data being unavailable due to difficulties in collecting and processing data during the pandemic. We made accommodations where necessary to indicate what data may be missing and why, in the contextual sections of each indicator, and we added feedback opportunities for users so we can assess the ongoing accessibility and utility of the Scorecard.

We are excited to continue to expand and improve the Scorecard. A sixth indicator will be added in May 2022, and we will add additional indicators as we strengthen data transparency and sharing partnerships with organizations, as we are with the Prosecutor's office and Lansing School District. We will leverage the data from the Ingham County Prosecutor's office once the office and Vera Institute release the final data for the county this year. We will also connect these findings with our policy work related to transforming the criminal-legal system and centering community-based alternatives. The superintendent has agreed to develop an MOU



that will give us access to the District's existing data, as well as keep us connected as they improve their own disaggregated data collection and reporting tools.

We recently joined as partners in the Health Opportunity and Equity (HOPE) Initiative, which provides an interactive data tool designed to help communities move beyond measuring disparities to spurring action toward health equity. Through this partnership, we will connect some of our current Scorecard indicators to state and national data, placing Lansing into the greater context of Michigan and our wider network of TRHT communities.

Since the launch of the Lansing Racial Equity Scorecard, it is noteworthy that other local institutions have begun to follow our lead in disaggregating and publishing racial equity data in Metro Lansing. The City of Lansing published the Mayor's report on Racial Justice and Equity in August 2021 and then launched a Diversity & Equity Dashboard on January 6, 2022. The Lansing School District conducted and presented the results of their Lansing Public School Systematic Equity Review on March 17, 2022 that highlighted some of the same racial disparities we had uplifted with the Scorecard and presented to Superintendent Shuldiner. As we move forward with Scorecard work, we aim to keep building out additional indicators based on the community's equity priorities to track our progress toward a Lansing in which Black children and families can experience justice, opportunity, and abundance.

## Narrative Change

We value narrative change as a central and intersectional pillar across the TRHT process. We counter disinformation and hatred with truth and relationship building across our communications to help community members connect issues with their lived experiences and their power to create change.

m.a.d.e. (media, arts, design, entertainment) is One Love Global's creative program and platform, designed to promote art as a pathway for employment, entrepreneurship, community organizing, and narrative change for Black youth. m.a.d.e. connects an alliance of artist partners to promote educational equity, justice, unity, and peace.

In April 2022, we launched the [Transform Michigan podcast](#) as a part of m.a.d.e. via the Michigan Business Network. The podcast elevates everyday stories of Michiganders as we explore possibilities for an economy and future where everyone wins. Our guiding question is: What would Michigan look like if we were to transform systems, policy, practice, and culture so that everyone wins? We are engaging TRHT network partners in these conversations, including LEAP.

## The Future of TRHT in Metro Lansing



*PPM youth outside the One Love Global Center for Truth, Racial Healing & Transformation*

Over the past year, we have processed what we have learned and accomplished to inform our dreams about the future. TRHT will continue to be one of the frameworks we leverage in organizing toward a future where Black children thrive. We will continue to build One Love Global's TRHT Learning Community as a conglomerate of people engaged in learning and action in Metro Lansing and beyond. This will include racial equity education, healing circles, and volunteer mobilization.

In 2020, shortly before the pandemic began, we launched the One Love Global Center for Truth, Racial Healing and Transformation. This is our physical hub to learn and practice TRHT as we build our collective power for transformative change. Our goal is to grow the Center for TRHT as a community space focused on racial equity and to support arts and entrepreneurship around us. It is a space to change and diversify narratives through art, media, assemblies, dialogues, and other gatherings. Our landlord has encouraged us to find more tenants for neighboring spaces and we hope to do just that in order to grow this into a prospering area for South Lansing residents. We know that this can be a thriving space for economic opportunity and that transforming the economic conditions for people of color in our community will also improve health, education, and more.

By integrating TRHT as a framework and process across our work, it will extend across our geographic areas, including One Love Global's founding city Detroit. We have a growing presence in Detroit, especially through PPM Detroit, and will be working to secure office space

over the next year, which can also serve as a local hub for the TRHT learning community. We have received funding to engage in deep youth organizing and policy work at the intersections of racial equity and environmental justice in Detroit. Our approach will be grounded in narrative change and healing justice. Our team and PPM Detroit members also regularly appear on the I Am Detroit radio show, which will be a key platform for narrative change, particularly connecting with voting rights and community engagement.

One of our priorities within the next 12 months is to launch youth healing circles in partnership with the Peace and Prosperity Youth Action Movement in Lansing and Detroit. The PPM participants who experienced their first healing circle expressed interest in continuing this practice. They are eager to learn how to facilitate healing circles on their own by becoming circle keepers. It is our hope that by cultivating PPM circle keepers we can expand healing circle practice to their schools. The superintendent supports this initiative as well as the principal at Everett High School where dedicated classroom space for holding the healing circles will be made available. We also plan to extend our efforts to the other Lansing high schools.

We are eager to maintain collaborative relationships with the other TRHT sites. We are especially excited about opportunities to work together in support of Black and Brown youth. We will continue to organize planning meetings around how Michigan sites can support youth leadership and organizing across the state. Other sites have expressed uncertainty about how to connect with and support youth where they are, so we are also interested in providing support to partners around adult allyship.

Incorporating HOPE database indicators on the social determinants of health into our Scorecard and work will strengthen our capacity to advocate for the policy and practice transformation needed to meet our community's need for racial equity and healing with meaningful and measurable action.