



**Justice Speakers Institute**  
SPEAKING, TEACHING & TRAINING - WORLDWIDE

## **RACE: IT'S EVERYBODY'S BUSINESS**

1. In Court, defendants are 70% people of color and judges are 80% white. Does this matter? Does it affect the perception or quality of justice? On the International Criminal Court, there must be an equal number of women and men. Should we have a similar rule for our appellate courts? Does the gender of the judge matter less than the color of the judge?
2. Colin Kaepernick refused to stand for the National Anthem last season as a protest of African Americans' treatment in the U.S. He has been disqualified by all 32 NFL teams. At the 1968 Mexico City Olympics Tommie Smith and John Carlos gave the Black Power salute during the medal ceremony. Peter Norman, the Australian who won the Silver Medal wore the Olympic Project for Human Rights badge in support. (Smith and Carlos were pall bearers at Norman's funeral in 2006.) Smith and Carlos were suspended from the U.S. Team and Olympic Village. In what way are these protests similar? Different? Has the official reaction been proportionate? What have you done that is similar?



3. A large study suggests that blacks and, to a lesser degree, whites who reside in overtly racist communities are more prone to dying from heart disease and other circulatory diseases. What might be the causes of this phenomenon? Does it make sense to you? Why?

4. “The Conversation” refers to a time when parents or other trusted relatives confront the children to discuss how they should behave when they encounter the police. Have you given it to your kids, relatives? If not, why not? If you neither received nor gave such advice, at what age did you learn about “The Conversation”?
5. “[I want] to acknowledge and apologize for the actions of the past and the role that our profession has played in society’s historical mistreatment of communities of color.” Terrence M. Cunningham, President, International Association of Chiefs of Police. Was such an apology necessary? Appreciated? Well received? What was the effect on the person apologizing and/or receiving the apology?
6. What is microaggression? What effect does it have on a person receiving it? The stress of existing in white spaces is “mentally, emotionally and physically draining” for people of color one study found. How does this affect historical trauma?
7. 92 percent of white police officers believe the United States has already assured equal rights for African-Americans. Only 29 percent of black officers agree. How might this affect policing in communities of color?
8. Legislators in Illinois authorized use of racial impact statements to project the effect of sentencing legislation, and will require regular reports on racial effects of decision-making at various stages of the justice system. Is this a good idea? Should all states adopt similar legislation?

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