Racial justice is a proactive reinforcement of policies, practices, attitudes and actions that produce equitable power, access, opportunities, treatment, impacts and outcomes for all.

Most people view racism primarily as the result of individual action: personal prejudice or stereotyping, and intentional acts of discrimination by individuals. However, racism is also defined as a set of societal, cultural, and institutional beliefs and practices that subordinate and oppress one race for the benefit of another. However, a racial justice definition includes these beliefs and acts, but considers individual acts of prejudice only one dimension of racism.

When we have racial inequalities playing out in a society, the response is to provide diversity training, or in the case of the police, sensitivity training. The racial justice model would also seek to evaluate the social injustices, systems, policies and laws, and if inequalities are found hold them accountable and demand systemic change.

Good intentions focused on developing a diverse, culturally competent staff, board, membership and friendly workplace is not enough in the context of Bermuda’s legacy of slavery, segregation and discrimination. A key indicator of racial justice is equality in the impacts and outcome across race. Understanding how structural racism may be imbedded in current institutional and societal practices, preventing us from reaching that equality, is key to moving our society towards a socially just and equitable future.

The Racial Justice Conference is designed to help people not only understand how structural racism is unintentionally imbedded in systems, policies and institutions, but to provide concrete ways of moving forward to create a society united in its focus on progressive social change.

“Power without love is reckless and abusive, and love without power is sentimental and anemic. Power at its best is love implementing the demands of justice, and justice at its best is power correcting everything that stands against love.” – Dr. Martin Luther King Jr.