



Committing to Consistently Acknowledging Systemic Racism and Taking Action to Address It

We are proposing the Chesapeake Bay Program take a stance that race and equity related issues be brought up consistently in meetings across the partnership. This should be done by following a model to develop mini-toolkits that combine stories with action. Partners can use various resources to develop a toolkit tailored to their needs. The first element is history, stories, and various media to facilitate the learning and unlearning process needed to dismantle systemic racism. These stories should be paired with actions that can be taken and adopted. Consistent and intentional conversations and decisions like these are critical to implementing lasting change.

For example:

Story: Cambridge Movement; Reflection on Pine

In July of 1967, the town of Cambridge Maryland was shattered after long-simmering racial tensions erupted in clashes between black residents and the mostly white police officers. The riots and resulting fires burned 17 buildings in a two-block area of Pine Street, the center of African-American commerce, culture and community. This was not discussed or processed as a town until nearly 50 years later, in 2012. The effects of segregation and systemic racism continue to impact black residents of Cambridge today. In 2017, the Eastern Shore Network for Change and other partners held “Reflections on Pine” to raise awareness of the history. ENC works with Dorchester County to inform, educate, and foster change that leads to social and economic empowerment.

Resources:

- “Half a century after rioting ravaged Cambridge, town seeks to embrace history — so as to transcend it”
<https://www.baltimoresun.com/maryland/bs-md-cambridge-riot-1967-20170212-story.html>
2017 Article from the Baltimore Sun
- Reflections on Pine website with history, etc.
<https://reflectionsonpine.org/>
- Eastern Shore Network for Change.
<https://www.esnccambridgemd.com/>

Action:

- Share this history with others in your organization.
- Dive deeper into the history of race in Cambridge and other towns of the Chesapeake.

- Use the [DEIJ in Action Guide](#) put together by Chesapeake Bay Trust, Chesapeake Bay Funders Network, Choose Clean Water Coalition, and Skeo Solutions to take actions that address the lasting inequities:
 - Build long-term relationships with underrepresented communities to address community identified needs. (p. 31)
 - Build support and clarity for DEIJ grantmaking goals, evaluation, and process. (p. 42)