**TRHT Framework: Narrative Change**

**(off-campus)**

**Theme: My Racial Healing Looks Like**…..

**Goal:** Increase the positive perception of the Newark Narrative

**Activities:** Racial Healing Circles

Story Circles

Spoken Word, Poetry, Art Displays, Performances

Highlight the positive Newark narrative and stories

Share the Newark nostalgia stories w/current residents

Build TRHT safe spaces in Newark Public Library branches

**Outcome: Increase** the number of participants attending the racial healing or story circles

**Have positive media exposure**: Newark should be considered as an asset and not a deficit (i.e “oh my, you live in Newark, are you safe” to wow, you live in Newark, exciting things happening there)

**Position the conversation** where the people of Newark consider themselves as an asset (earn your degree and stay in the city, not earn your degree and leave the city)

**Evaluation: Scale Surveys**: Evaluate Perception - Is the city consider an asset; do you see yourself as an asset to the city

**Social Media Measurements**: the quality/quantity of the social media comments; number of social media shares, retweets, and hashtags

**Attendance:** the number of Newark residents participating in racial healing and story circles (breakdown by age and ethnicity – if possible)

**Response Cards:** provide opportunity for participants at all events to complete an anonymous response card to collect reflective thoughts

**Barriers:** Low participation turnout, distrust, broken relationships, no diversity amongst participation, transportation, language translations

**Communication:** Social media, Live Broadcast, Podcasts, Language Translators

**Sustainability:** Social Media Listening Tool

**Partners:** Newark Public Library, Barat Foundation

**TRHT Framework: Narrative – Truth Telling**

**(on-campus)**

**Theme: Mirror, Mirror**

**Goal:** Acknowledge Institutional Accountability for the Newark Narrative

**Activities:** Campus Climate Assessment (faculty, staff, students)

Institutional Social Media Campaigns

Exposure of impact of Institutional History & Harm (buildings, alumni field, University Hospital, RBHS) through Public Access TV, Podcast, Youtube Channel, and create campus read campaign – Scarlet & Black

**Outcome:** Increase engagement, attendance, and perception of Newark residents about RU-N

Increase number of students to serve on planning committees

Increase number of students to utilize Shop Newark Reward cards

Increase number of Faculty/Staff to utilize Raider Dollars on their ID card

**Evaluation: Measure** racial healing perception about RU-N from faculty, staff, and students

**Measure** racial healing perception about the city of Newark from faculty, staff, and students

**Measure** number of Newark engagement activities and events that RU-N faculty and staff participate and or attend

**Measure** number of volunteer hours faculty and staff participate in

**Barriers:**

**Communication**

**Sustainability**

**Partners**

**TRHT Framework: Racial Healing & Relationship Building**

**Theme: No Place Like Home**

**Goal:** Create opportunities for Intergenerational Engagement

**Activities:** Panel Discussion: Historical Timeline of Emerging Landscape

Racial Healing Circle for Conklin Hall Takeover Commemoration Planning Committee

Create safe space for DACA students within RU-N for authentic intergroup dialogue

Assess ability to create space for undocumented residents in the city of Newark with other community partners (possible Lights On Activity @ Westside)

Enhance and support Pearls of Wisdom activity at NJPAC

Create collaboration w/TRHT Campus Center at Spelman College for Difficult Dialogue Discussions

**Outcome:** Establish a sense of trust, respect, care, and compassion amongst intergenerational communities

**Evaluation: Measure** number of participants attending activities

**Measure** number of diverse participants on planning committees

**Measure** number of volunteer hours with elderly community members

**Barriers:** Trust, Location, Accessibility, Transportation, Language Barrier, Time Constraints, and Emotional Trauma

**Communication:** Relationships

Open Invitation

Advisory Committees/Groups

Mailing

**Sustainability:**

**Partners**

**TRHT Framework: Separation**

**Theme: Outside the Walls of the “R”**

**Goal:** Increase Broad Participation by Multiple Constituents; Not in Newark, but of Newark to dispel the belief of Racial Hierarchy in all Systems

**Activities:** Provide TRHT framework to other anchor institutions RWJBH - <https://www.rwjbh.org/why-rwjbarnabas-health-/social-impact/>)

NJPAC Collaborative

Westside & Shabazz High School

Serve as a convener for nonprofit organizations providing services with the TRHT framework

Activities and engagement with local artists

Support and assist with number of Newark entrepreneurs (CUEED)

Screening: Food for Thought: Path to Food Security

**Outcome:**

**Evaluations:**

**Barriers:**

**Communications:**

**Sustainability:**

**Partners:**

**TRHT Framework – Economy**

**Theme: Access and Equity**

**Goal:** Increase number of Newark students admitted to post-secondary institutions

Increase number of employed Newark residents at RU-N

Determine equitable collaborations w/anchor institutions

**Activities:** Commemoration of Conklin Hall Takeover

Commemoration of Minority Student Program – RULaw

Info session assessment for UnDocRutgers

Institutional Equity Review

High School to HLLC Pipeline (MXShabazz and Westside)

RU-N to the TOP

Dreamers

**Outcomes:** Provide equitable access to educational and employment opportunities for Newark residents

**Evaluation:** Measure number of Newark residents’ attendance in commemoration events

Measure number of students since inception of programs and evaluate processes (HLLC, RU-N to the Top, Dreamers)

**Barriers:**  Parental support, application completion obstacle, financial aid documentation, Trust, Language Barrier

**Communication:**

**Sustainability:**

**Partners**

**TRHT Framework – Law**

**Theme: 1844 – No More**

**Goal:** Change legislative policy to reinstate individuals voting rights on parole, probation, and/or have criminal convictions

**Activities:** Voting Rights Clinics held in diverse locations for individuals on parole or probation (partner with non-profit organizations)

Racial Healing Circles for Mountainview students

Interview and select Mountainview students to monitor, track, and assist reinstatement of their voting rights

**Outcomes:** Increase number of individuals on parole, probation, and with criminal convictions to reinstate voting rights

Change the policy on reinstating voting rights

**Evaluation:** Length of time it takes to have voting rights reinstated

Measure number of individuals whose status change for them to vote

**Barriers:** State Legislation, public opinion, documentation process, lack of awareness

**Communication:** Protests/Rallies

Campaign

Research briefs

**Sustainability:**

**Partners:**

**TRHT Framework – Sustainability**

**Theme: Future of TRHT@RU-N**

**Goal:** Increase funding resources to leverage existing programming with formal and informal community partners

Create measurable and funding language to solicit additional resources

**Activities:** Conduct needs assessment for Newark Public Library branches

Submit ALA Grant

Faculty Racial Healing Grant

30K Matching Grant

Create website (resources, communication, and repository)

**Outcomes:**

**Evaluation:**

**Barriers:**

**Communication**