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The Road Map for This Journey

No one is born hating another person because of the color of his skin, or his background, or his religion. People must learn to hate, and if they can learn to hate, they can be taught to love, for love comes more naturally to the human heart than its opposite.

—Nelson Mandela

My goal for this book is to begin the open and honest dialogue needed to help everyone have tough discussions about race. I encourage everyone to take the following four steps: Examine your heart, listen, learn, and ultimately, *be bold!* We must be the change we want to see.

It is not a one-time effort. It is not just attending one conference, one seminar, or having one discussion. While all of those are valuable, the process is cyclical. This book will get you started on these four steps. The goal at the end of the book is for you to be bold as you continue to listen and learn and bring others along on this journey with you.

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Different Stages

Brokenness is for a season, but lessons from it are for a lifetime.

—Priscilla Shirer

History is not our fault. This process is not about placing blame or finding fault, but it's about finding a solution. It is not our fault ... the past, bondage, privileges, opportunities, or the lack thereof. However, it's our job to dismantle systems that persist as a result of the very history we do not want to be blamed for. It is not our fault, but it is our duty to educate ourselves and grow toward equality and justice for all.

When we become aware, we inherit an obligation to no longer be silent or idle. Once we become aware, our continued silence infers that we are complicit with the current systems. At the place of complicity, we then become susceptible to blame. Finally, although listening is required, action is also required. Your time, your energy, your voice, your platform, and your intentional support are all critical.

BE BOLD

*Learn to do right; seek justice. Defend the oppressed.
Take up the cause of the fatherless; plead the case of
the widow.*

—Isaiah 1:17

This book will not solve the racism problem. Racism is a sin problem and evil will continue to persist. The goal of this book is to start a dialogue toward a broader solution. I pray that you have had an ah-ha moment while reading this book. One discussion at a time, we can improve our circles, both our social and professional circles, and ultimately get at the root of the systematic and internal racism and oppression. While we may never wipe out racism, we can make it unacceptable ... Not the norm ... Not something deeply embedded, and we can continue to work toward dismantling racism.

We must educate ourselves about racism. We cannot ignore racism and its impact. A lack of tolerance needs to be the new normal. We need these collective dialogues to see systemic changes and ensure that racism is ultimately