Peace and Justice Trip

In January 2019, Northern California Grantmakers designed and executed a Peace and Justice trip to Montgomery and Selma, Alabama for our Board of Directors and staff. In the spirit of community, we’d like to share some reflections and recommendations from our experience to encourage colleagues to consider a similar equity and social justice learning experience.

In this document, we’ve prepared the following resources:

- Intentions, values, and recommendations
- Reflection and discussion questions
- Background content and resources
- Budget estimate and list of preferred vendors
- Sample trip itinerary

We hope these resources are helpful as you consider your own trip.

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The California Wellness Foundation

If you have any questions, please be in touch with:

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Northern California Grantmakers
dlau@ncg.org
# Intentions, Values, and Recommendations

To begin our trip planning, our team came together to develop several intentions to clearly frame our goals and purpose. They were to:

- Come together in a shared experience to reflect on the legacy of 20th century racism
- Identify parallels to the challenges we are currently confronting in the Bay Area
- Catalyze action among our Northern California philanthropy membership towards long-term investment in a movement to address equity and social injustice

We highly recommend a similar exercise, with the following questions as guides:

- Why are you interested in visiting the South? What is sparking your interest? Why now?
- What do you hope to see and learn? Who do you hope to meet?
- How do you think this relates to and informs your work? What do you hope to do differently when you return?

In addition, we outlined and practiced the following values in the design and execution of our journey. We found it was helpful to have the values as a reference and guide as we decided how best to spend our time, allocate our resources, and enhance our experience.

- **Openness** - building in unstructured time and gracious space for people to experience the sites and museums individually or in smaller groups.
- **Reflection** - creating opportunities for personal reflection through writing and structuring group reflection through facilitated conversation and prompts.
- **Confidentiality** - developing group agreements on use of pictures and social media to protect people’s private experience.
- **Equity** - supporting local, women, and people-of-color owned businesses when possible.
- **Community** - engaging and being in conversation with local community members and elders who participated in historical civil rights events.
- **Joy** - remembering to laugh and enjoy each other’s company, always enhanced with good food and drink.

Finally, there are a few recommendations we’d like to share:

- Connect with your guests before the trip to understand their interests and intentions. We conducted 1:1 calls with each attendee.
- Visiting the National Memorial for Peace and Justice and Legacy Museum can be intense and emotional experiences; build in time and create safe spaces for both individual and group reflection.
- We spent about 2 hours at the Memorial and 2 hours at the Museum, in the same afternoon. It is doable but intense, and some guests would have liked more time or another opportunity at the Museum.
- Flying to Montgomery can be challenging with long layovers and very limited direct flights. Birmingham and Atlanta have larger airports that are driving distance from Montgomery and Selma.
- If traveling through Atlanta, be aware that there is a time difference between states! Alabama is on Central Standard Time while Georgia is on Eastern Standard Time.
- Contact restaurants and other establishments in advance if you have any guests with dietary restrictions and/or preferences. We were able to make substitutions and accommodations.
Reflection and Discussion
These are questions we crafted to support meaningful reflection for our group.

Prompts for visiting the National Memorial for Peace and Justice and the Legacy Museum:

- Through which lenses are you observing and making sense of what you saw?
- What did you notice?
- What struck you and how? Why?
- What parallels can you see from your own life story?
- What parallels can you see to challenges of equity and social justice? In other words, how might the legacy of racial terror from lynching still be prevalent today?
- What is a poem, or quote or some other artifact that captures the essence of your experience of the Museum and Memorial?
- What do you feel most compelled to share with your colleagues?

Prompts for meeting with Equal Justice Initiative staff:

- What was your inspiration for the Memorial? What was the local community reaction to the idea of the museum? What was the funding for the museum? Was it a hard sell? What was your experience with the philanthropic sector?
- What has been the evolution of the Memorial’s purpose since its opening? Any learning from the visitor experience and feedback?
- How can philanthropy be leveraged most effectively in addressing equity and healing?
- What is your strategy for moving the needle on such big and complex issues?
- What questions do you have for us?
- What hopes do you have for us and the work we are doing?

Prompts for meeting with local community leaders and/or philanthropists:

- How has the work of EJI and the opening of the Memorial and Museum impacted your work?
- What parallels do we see between equity and justice philanthropic work in the South and (your home region)?
- What is happening “on the ground” in Alabama/the South to address equity and racial justice?
- What challenges are you facing?
- How do you manage these challenges or any other resistance you face in your efforts?
- In this work, what are you doing or seeing particularly innovative or creative?
- How are you measuring progress or impact?
- What is the state of philanthropy in the region?

Prompts for debriefing and transitioning back home:

- How will we bring this home?
- What have we heard that has personally moved us? Professionally inspired us?
- How does this experience relate to other dimensions of diversity and other equity and justice work we are doing?
- What initial ideas do we have to engage our membership/stakeholders?
Background Content and Resources

In the weeks leading up to our trip, we curated a number of articles, videos, and other materials to help us better understand and appreciate the context of our trip – background on Bryan Stevenson and the Equal Justice Initiative (EJI); information about the founding of the Memorial for Peace & Justice; historical information about slavery and racial terror the South; personal stories about the legacy and the generational impact of lynching; and more.

These resources were sent to our guests via email on a weekly basis leading up to our departure, with a final message that included a compilation of all of these messages. We invite you to consider something similar to help your guests prepare and set intentions for this profound experience.

Budget Estimate and Recommended Vendors

The average cost per person for our trip was $2,000.00. The cost is all-inclusive: round-trip airfare, hotel accommodations, ground transportation, meals, museum tickets, compensation for local community members, and meeting venues. Following are some vendors we used that we would recommend.

Hotel
- Renaissance Montgomery Hotel & Spa

Ground Transportation
- Cline Tours

Restaurants (all in Montgomery unless noted)
- Cahawba House
- Central Restaurant
- Dreamland BBQ
- Lannie’s Bar-B-Q (Selma)

Meeting Venues
- Kress on Dexter
- Meeting Space near the National Memorial (opening Spring 2019)

Community Contacts
- Selma sites and local contacts
  - Tyson Elbert, AdvocacyBuild, LLC
  - tyson@advocacybuild.com
  - (816) 341-3334

- Montgomery sites and local contacts
  - Michelle Browder, Founder
    - More Than Tours
    - iammorethantours@gmail.com
    - (334) 296-3024
Our Trip Itinerary

Our trip took place over the course of 4 days, with the majority of guests traveling from California to Alabama.

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<th>Day 1 - TRAVEL DAY</th>
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<td>Evening</td>
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<th>Day 2 - SELMA &amp; MONTGOMERY</th>
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