

RSJI TRAINING AND EDUCATION

The Seattle Race and Social Justice Initiative offers a variety of training modules for City employees.

RSJI training provides a common foundation for addressing institutional racism and for changing practices, procedures and policies to create racial equity. Some training modules are intended for all City employees; others provide targeted training for specific groups. All training is designed to build knowledge and skills from one module to the next.

RSJI training also is excellent career development for City employees. The knowledge and skills that participants take away from RSJI training can be applied to many work challenges and situations. All training is conducted by the staff of the Seattle Office for Civil Rights (SOCR) and other skilled RSJI facilitators.

Contact Darlene Flynn at darlene.flynn@seattle.gov or 684-0291 for more information about RSJI training and education. We will work with you to adapt training modules to meet your needs.

RSJ basic competencies for all employees include:

An understanding of ...

- The City's Race and Social Justice Initiative.
- Institutionalized racism and its impacts.
- Historical and present-day causes of racial inequities.

... and the ability to ...

- Identify examples of institutional and individual racism.
- Stay engaged while discussing the impacts of race.
- Communicate more effectively with people across cultures.

RSJI KNOWLEDGE AND TOOLS FOR ALL EMPLOYEES

Introduction to the Race and Social Justice Initiative – (30 minutes – 1 hour)

This short orientation, which includes the 15-minute RSJI video, introduces the key concepts of the RSJ Initiative. **Who should take it:** All City employees (works well for employee/team meetings).

Race: the Power of an Illusion (RPOI) – (8 hours)

This video and facilitated discussion is the "RSJI basic training" for all City employees. The RPOI training uses the three-part PBS video series about race, power and privilege to examine historical and present-day causes of racial disparities. Participants view the video series and take part in interactive exercises to deepen their understanding of institutional racism and begin to apply their learning to work in City government. **Who should take it:** All City employees. RPOI is offered quarterly Citywide; some larger departments also schedule internal sessions.

Inclusive Outreach and Public Engagement (4 – 8 hours)

This training uses discussion and hands-on activities on how to implement the City of Seattle's inclusive outreach and public engagement policies, apply an equity framework to outreach materials and strategies, and deepen understanding of culturally inclusive dynamics.

Who should take it: City managers and employees responsible for coordinating outreach and public engagement activities.

Anti-Racism Basics for RSJI Leaders (4 – 8 hours)

This training introduces a more in-depth analysis of institutional racism and its impacts. It provides a common language and explores the tensions that RSJI leaders must address to be effective in working for race and social justice. **Who should take it:** Change Team members, managers/supervisors.

Before you take it: Attend Race: the Power of an Illusion.

Racial Equity Toolkit for Policies and Programs (2 – 3 hours)

This training provides instruction and practice on how to use the RSJI best practices criteria and equity toolkit to assess and revise policies and programs from an RSJ perspective.

Who should take it: Managers/supervisors, project managers, planners, decision-makers.

Tools for Organizational Change (1 – 3 hours)

This training provides hands-on exercises to discuss moving organizational change within government. Content is tailored to meet participants' needs; it may include Stakeholder Analysis, Power and Politics, and Tipping Point Theory. **Who should take it:** Change teams, management teams and other leadership groups.

ADDITIONAL TRAINING OPPORTUNITIES

Working for Racial Equity: Cross-Racial Dynamics (2 – 4 hours)

What are the roles of white people and people of color in working for racial equity? This training uses the film “*Mirrors of Privilege: Making Whiteness Visible*” by Shakti Butler to explore cross-racial dynamics, visioning and strategizing for organizational change. **Who should take it:** Change teams, management teams, and other work groups.

Cultural Competence Continuum (1 hour)

This exercise identifies steps to develop skills that lead to multi-cultural proficiency within the anti-racist continuum. **Who should take it:** Change teams, management teams, other work groups.

Communicating Using a Racial Equity Lens (3 hours)

This training provides tools for communicating with the media, outside organizations and other employees using a racial equity lens. **Who should take it:** Managers and employees who are responsible for communications.

Structural Racism (3 hours)

This training provides an overview of structural racism with hands on activities to explore the differences between individual, institutional and structural racism. **Who should take it:** Change teams, management teams, other work groups.