



**ADVANCE OPPORTUNITY.  
ACHIEVE EQUITY.**

### **Turning Commitment into Action – Training description**

Over 120 groups who participated in group workshops in conjunction with the RACE exhibit have signed the Commitment to Action for Racial Equity. Additional groups have set similar intentions to end institutional racism and build racial equity. This free, two-part training is designed to give groups the tools they need to turn these commitments into actions for tangible change.

Participants will develop an understanding of social position and change advocacy, and apply these using a racial equity assessment to identify personal and organizational power to achieve racial equity. They will then outline a plan to create racial equity within their groups and through their work with clients, customers, partners and communities. This training will happen in two parts, with about 1.5 – 2 hours of homework in-between.

#### **PART I**

- Examine what social position and geographical location have to do with opportunity and merit.
- Understand what race-based inequities are and how to communicate these disparities in context.
- Explore how we can create the change needed to build racial equity. What does it mean to be a change advocate? What does it take for groups/institutions to change?
- Articulate a clear, compelling story for your group's change that you can share that with stakeholders, including co-workers and others connected with your group.

#### **PART II**

- Understand the steps your group needs to take to change race-based disparities and build racial equity.
- Hear from local leaders who have led and participated in change processes: What worked? What didn't? What were the most important lessons learned?
- Incorporate what you've learned to draft your plan to build racial equity.
- Learn about opportunities for ongoing support and technical assistance.

#### **Who should register?**

- Participants must have some previous racial equity training, such as RSJI's RACE: The Power of an Illusion training or RACE exhibit group workshops, The People's Institute's Undoing Institutional Racism, or other similar training.
- Participants must have the intention to develop, expand or refine a plan to build racial equity within their group (internally) and its work with partners, clients, customers and community (externally).

- Each group can send up to two people, and we strongly encourage and will give priority to groups sending two. At least one person should be in a leadership position – such as director, CEO, board chair, owner, division manager, etc., or members of non-hierarchical groups with shared leadership – that makes you able to lead implementation of planned changes and hold others accountable to that process.

For questions about this training, please contact Diana Falchuk at [diana.falchuk@seattle.gov](mailto:diana.falchuk@seattle.gov) or (206) 684-5282.