



**ADVANCE OPPORTUNITY.
ACHIEVE EQUITY.**

Turning Commitment into Action

A two-part training by the Race and Social Justice Initiative
Part of the new Community Institute for Racial Equity

All trainings are free and open to the public. **Please carefully read the registration requirements, below.** Each person should complete their own registration form and will be asked to name the other person from their group.

Training Description

Over 125 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 free training will happen in two parts, with about 2 hours of work in-between, the bulk of which will be done with the other person from your group.

Training Objectives

- 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.
- What is racial equity in practice? How is your group practicing racial equity?
- 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 with stakeholders, including co-workers and others connected with your group.
- Use an assessment tool to understand the steps your group must take to change race-based disparities and build racial equity.
- Hear from local leaders who have led and participated in racial equity change processes: What worked? What didn't? What were the most important lessons learned?

- Incorporate what you've learned to outline your plan to build racial equity.
- Learn about tools and other resources for ongoing support.

Registration requirements

- Each group must send two people who are able to participate in both sessions and work together for up to 2 hours the day in-between the training sessions. (This training is designed for two people from each group; due to high demand, we do not have room for more than two people from each group.) 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 – which makes you able to lead implementation of planned changes and hold others accountable to that process.
- 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. Previous training should have covered concepts such as the fallacy of race and genetics, race history in the US, and institutional racism.
- Participants must have the intention to develop, expand or refine a plan to build racial equity within their group and in their group's work with community.