



**ADVANCE OPPORTUNITY.
ACHIEVE EQUITY.**

Race: the Power of an Illusion (8 hour Training)

This video series and facilitated discussion is the "basic RSJI training" for all City employees. The training uses the three-part Public Broadcasting System video series that examines race, power and privilege through the history of the United States and up to present-day causes of racial disparities. The curriculum guides the participants through the series with small and large group discussions throughout the day that facilitate the learning objectives.

Course Learning Objectives:

- Increase awareness of the City's Race and Social Justice (RSJ) Initiative
- Examine beliefs about race, advantage & justice, and how these issues impact organizations/institutions.
- Promote an understanding of the term "institutional racism" and how it differs from individual racism
- Gain awareness of historical cases of institutional racism
- Begin recognizing examples of institutional racism within the City of Seattle policies, practices & procedures, and begin to explore solutions together

Race: the Power of an Illusion Video:

Episode One – "The Difference Between Us" examines how recent scientific discoveries have toppled the concept of biological race and dismantles our most basic myths about race groups.

Episode Two, "The Story We Tell" uncovers the roots of how and why the race concept created early in the formation of this country became "the stories" that rationalized contradictory public policy and became the foundation for beliefs that still have impact.

Episode Three – "The House We Live In" focuses not on individual behaviors and attitudes, but on how our institutions shape and create race, giving different groups vastly unequal life chances. Who defines race? How in the early 20th century, the courts were called upon to determine who was white and they employed contradictory logic to maintain the color line. This episode reveals some of the ordinary social institutions that quietly channel wealth and opportunity, so that white people benefit from institutionalized racism without being racist.