

Learning Objectives for Race: the Power of an Illusion Training

- 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

Ground Rules

1. Strive to understand a new way of viewing things
2. Stay engaged
3. If, when in racially mixed groups discussing race you usually hold back; speak up
4. If, when in racially mixed groups discussing race you tend to speak often; take breaks
5. Experience any discomfort that comes up as part of the learning process
6. Expect and accept non-closure on long term issues; the work is ongoing
7. Honor concerns - ask for suggestions
8. Do your part to keep the discussion on topic
9. Speak from your own experience
10. No shaming, attacking or discounting
11. Maintain confidentiality – if you share about your experience in the training, refrain from using names
12. Breathe

Race the Power of an Illusion – Notes

Episode I: The Difference between Us

Race the power of an Illusion is a powerful series. It may challenge some of the things you have learned about race and it might bring up some feelings about these issues. Please use this piece of paper as a space for reflection about your experience of the series. These notes are personal and need not be shared with anyone unless you should choose to do so.

Feelings:

Insights/learnings:

Concerns/questions:

Appreciations:

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Episode II: The Stories We Tell

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Feelings:

Insights/learnings:

Concerns/questions:

Appreciations:

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Episode III: The House We Live In

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Feelings:

Insights/learnings:

Concerns/questions:

Appreciations: