



## For economic and racial justice

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*Foundations for Racial Justice* is designed to strengthen advocates' ability to champion racial equity, both within their organizations and the communities they serve. Delivered online in three days over three weeks, Foundations for Racial Justice introduces key language, tools, and skills to identify and dismantle the barriers to a diverse, equitable and inclusive environment.

### **Course Structure (all activities are online):**

In Weeks 1 - 3, participants attend webinars and small group sessions—online via Zoom--where they have opportunities to apply new knowledge through small group activities and share challenges and opportunities with faculty and peers. Participants also complete weekly between-session assignments online via the course site.

### **Course Outcomes.** Participants will learn:

- How racialized outcomes are perpetuated within institutions and systems that our clients and community partners interact with, including our own organizations.
- Language and tools to visualize and break down racist systems and structures.
- How our subconscious beliefs can negatively impact our work, and how we can mitigate bias.
- Key drivers and impediments to aligning around racial equity within an organization.

**Time Commitments:** This training involves a significant time commitment. Since the training takes place over three weeks (see table below for details), it is essential that you clear your schedule for the times outlined below so you can participate in all activities. This is particularly important since many of the activities involve small groups that are more meaningful with active involvement from all participants.

NOTE: All times are Eastern (EST); All activities are online. You will register for either the September or November course.

<b>Duration</b>	<b>September 2022</b>	<b>November 2022</b>
Week 1, 12:00 – 5:00 EST.	Wednesday, Sept. 14	Wednesday, Nov. 2
Week 2, 12:00 – 5:00 EST.	Wednesday, Sept. 21	Wednesday, Nov. 9
Week 3, 12:00 – 5:00 EST.	Wednesday, Sept. 28	Wednesday, Nov. 16

### **Week 1**

## Foundations for Racial Justice Fall 2022 Syllabus

### 12:00 - 5:00 EST.

**Session 1 - Introduction and Vision.** Provides an overview of the core values related to and levels of transformation needed to achieve racial justice within our work.

**Session 2 - Structural Racialization.** Provides an overview of structural racialization concepts and tools with a focus on four levels of racialization: internal, interpersonal, institutional and structural. Participants then move into small groups to apply the four levels of racialization to a scenario.

**Session 3 - Systems Thinking.** This session introduces basic systems thinking theory and selected systems thinking tools to analyze the many interconnected parts of systems and how they work together to create racial inequities.

#### Wrap-Up

**Each day includes 3 breaks.**

### Week 2

#### 12:00 - 5:00 EST.

#### Day 2 Overview & Reflections on Day 1

**Session 4 - Unconscious Bias.** Explores implications of unconscious bias, racial anxiety & stereotype threat and examines ways in which these impact the various systems within which we work both internally and externally.

**Session 5 - Mitigating Bias.** Introduces various tools used to mitigate bias in decision-making. Working in small groups, participants apply these to selected internal organizational processes either for hiring or case selection.

#### Wrap-Up

**Each day includes 3 breaks.**

### Week 3

#### 12:00 – 5:00 EST.

#### Day 3 Overview & Reflections on Day 2

**Session 6 - Aligning Organizations to Support Racial Justice.** This session introduces five key areas necessary to ensure organizations can effectively center race in their advocacy and ensure a diverse, inclusive and equitable environment in which to engage in that work. It provides a framework for operationalizing the organizations' commitments to racial equity and justice.

#### Wrap-Up

**Each day includes 3 breaks.**