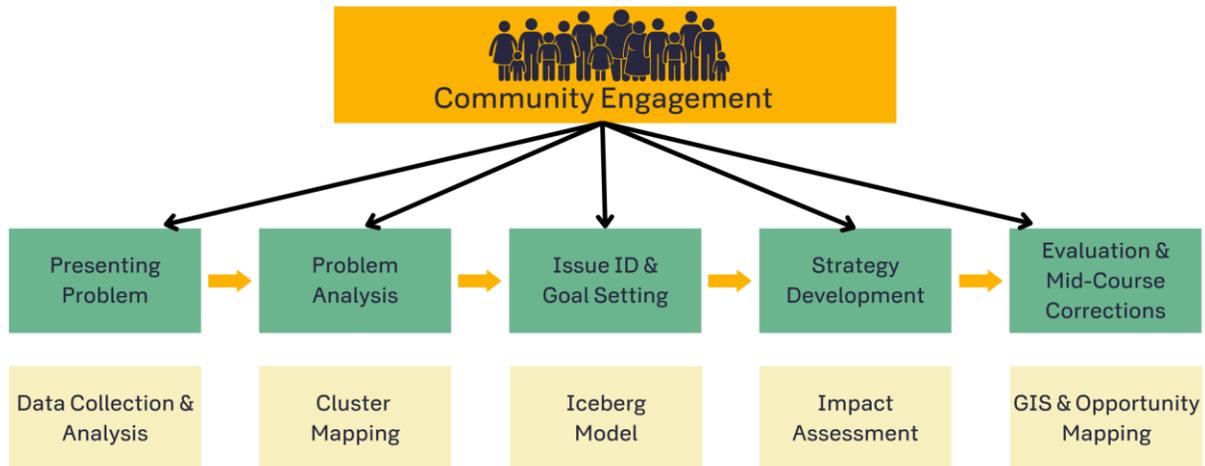


Racial Justice Advocacy in Action



Racial Justice Advocacy in Action introduces the Shriver Center’s Racial Justice Advocacy Toolkit and provides an opportunity for advocates to apply it to potential racial justice issues in their communities.

The Toolkit, grounded in community lawyering and racial justice best practices and advocacy tools, provides a roadmap for how these tools can be applied at various stages of the advocacy process.

Participants work in small groups to apply these to common legal aid issues in such areas as housing, employment, consumer protection, and child welfare, among others. Finally, the course engages participants in how they can use these tools to guide the work of advocates they supervise and mentor.

Who Should Attend: Advocacy Directors, Managing Attorneys, Supervising Attorneys, Advocates

Prerequisites: [Foundations for Racial Justice](#) or equivalent course. This course assumes a baseline understanding of structural racialization, systems thinking using the iceberg model, unconscious bias, and bias mitigation techniques.

Course Outcomes. Participating advocates will be able to:

- Identify five stages of the racial justice advocacy framework and key tools associated with each

- Utilize the racial justice advocacy framework to identify racial inequities and develop, implement & evaluate comprehensive strategies to address these
- Identify organizational policies and practices that institutionalize their organization's commitments to advancing racial equity and justice through their external advocacy
- Mentor and support their staff in advocating for racial justice.

Time Commitments: Since the training takes place over three weeks (see agenda 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 time (EST) and online. You will register for either the April or October course.

Duration	April 2023	October 2023
Week 1, 12:30 – 5:00	Wednesday, April 12	Wednesday, October 11
Week 2, 12:30 – 5:00	Wednesday, April 19	Wednesday, October 18
Week 3, 12:30 – 5:00	Wednesday, April 26	Wednesday, October 25

Racial Justice Advocacy in Action Agenda

Week 1 12:30 – 5:00 EST
<ul style="list-style-type: none"> • Course Overview, Context & Vision
<ul style="list-style-type: none"> • Intro to tools associated with Community Engagement, Presenting Problem and Problem Analysis, including 4-levels of racism, iceberg model, data collection & disaggregation, racial impact assessments and GIS & opportunity mapping.
<ul style="list-style-type: none"> • Small group application of first three steps to advocacy issues in their communities.
<ul style="list-style-type: none"> • Wrap-up & close

Week 2 12:30 – 5:00 EST
<ul style="list-style-type: none"> • Action Learning teams
<ul style="list-style-type: none"> • Intro to additional tools associated with next steps in advocacy process:

<ul style="list-style-type: none"> • issue identification & goal setting (translating problems into actionable issues, issue selection using racially equitable selection criteria, stakeholder analysis and power-mapping) and • strategy development (including mix of strategies such as policy advocacy, community development, litigation, framing & communication, racial equity impact statement, among others)
<ul style="list-style-type: none"> • Small group application of additional steps in the advocacy process to issues in their communities.
<ul style="list-style-type: none"> • Wrap-up & close

Week 3 12:30 – 5:00 EST
<ul style="list-style-type: none"> • Action learning teams
<ul style="list-style-type: none"> • Aligning organizations to support racial justice. Engages participants in identifying organizational culture and structure needed to prioritize and support racial justice advocacy, e.g., organizational mission and vision, intake and case selection procedures, racial equity workplans.
<ul style="list-style-type: none"> • Supervising and mentoring advocates to advance racial equity & justice. Reviews best practices and skills in supporting advocates to engage in community-centered racial justice advocacy.
<ul style="list-style-type: none"> • Wrap-up & Close