Academy Module 1 – Understanding and Addressing the Roots of Cultural, Institutional, Structural, Systemic, Personal, Interpersonal Racism and Implicit Bias: is a multi-day intensive group workshop focused on disrupting bias, increasing awareness of institutional – structural – and systemic inequity through the lens’ of race (and gender); analyzing information to establish a baseline understanding of racial inequities and disproportionate outcomes. It includes an experiential analysis of historical information leading to a thorough evaluation of the psychology and sociology of white supremacy, human behavior, and the impacts to traditionally and perpetually marginalized communities as the result of living in a structurally racist and sexist culture. It is an essential starting point for anyone grappling with the complexities of race, gender, class, and other structurally defined categories that seem to divide us, and how they continue to reproduce unfair and unequal outcomes.

Participants engage in interactive exercises to provide opportunities to evaluate their own biases and examine how they fit into the larger cultural experience in the United States. This deep learning takes place in a supportive, encouraging and challenging environment, with the goal of increasing cohesion, concern and understanding of the human experience. (Available in-person and virtually)
Module 2 – Applying Your Racial Equity Lens for Organizational Change (1.5-Days):
Highlights approaches for advancing equity through the theory of action for creating institutional change. Content and discussions focus on how equity tools and principals are applied to a range of problems, ranging from basic to complex. Participants gain familiarity with a variety of resources (i.e. GARE Racial Equity Toolkit, Race Equity Rapid Response Tool, Awake to Woke to Work Framework and Strategy, Assessing Organizational Racism, Racial Equity Leadership 360-Evaluation, etc.), along with scenario-based learnings gained from Understanding the Roots. (Available in-person and virtually)

Note: Additional Examples of Resources Include:

SF Community Health Needs Assessment, SF Black African American Health Initiative Report, SF Justice Reinvestment Initiative, SF African American Context Statement, Race and Equity Impact Analysis Worksheet used to inform strategic action to advance racial and social equity.

Module 3 – Implicit Bias and Social Power (months 0-12 months): is a half-day workshop which explains different forms bias – both implicit and explicit; raises awareness of social power and access to opportunity on life outcomes for different racial and social identity groups. Participants revisit learnings from Understanding the Roots and deepen understanding of cultural, institutional and interpersonal forces that contribute to racial and social disparities. Learners deepen capacities to confront deeply rooted biases while examining and discussing strategies to achieve meaningful and tangible inclusion.

Module 4 – Building Race, Social Equity, Inclusion and Belonging in Community Outreach and Advocacy (0-12 months): Explores intersectionality through the critical lens’ of gender, age, ability, sexual orientation, race, ethnicity, citizenship status, and class; as well as complex considerations and challenges faced by those marginalized most. It introduces the goals for equitable outreach and engagement, explains the critical role of inclusive community engagement in advancing equity, and raises awareness of principles of accountability and how they relate to equity. Participants are provided tools and strategies to more effectively communicate and interact with people across cultures to advance systems change across organizational culture. (Available in-person and virtually)

Module 5 – Relationship-Centered Skills for Racial and Social Equity: Highlights scenarios and examples of micro-inequities. Focuses on conflict management; specifically identifying racial and other forms of micro-aggressions, bullying, intimidation tactics and various forms of cultural insensitivities. Provides opportunities to identify and practice skills to build confidence and competence respond to macro and micro-inequities; as well as necessary tools to be an effective and activated ally and advocate as bystanders. (Available in-person and virtually)
Module 6 – Exploring Genderism, Sexism, Racism, Queerism and Impacts on Social Identity in a White, Cis-Gender, Heteronormative, Patriarchal Society: Highlights understanding and challenging norms and stereotypes that serve to reinforce unequal and inequitable realities based on societal ideals and beliefs related to gender and sex. The platform centers lived experiences and perspectives of women, gender-non-conforming and queer people from various ethnic and racial backgrounds. The experience entails shares of individual stories and reflections that shine a light on the impacts of othering in our patriarchal, race-based society. There is an emphasis on the value, significance and need for ally-ship and advocacy; as well as highlighting both realized and unrealized harm.

Racial and Social Equity Reading and Documentary Recommendations

- Stamped from the Beginning
- The Color of Law
- The New Jim Crow
- Open Season: Legalized Genocide of Colored People
- Soul On Ice
- There There
- Miseducation of a Negro
- Racism without Racists
- My Face Is Black Is True
- Post Traumatic Slave Syndrome
- What Does it Mean to Be White?: Developing White Racial Literacy
- White Fragility: Why It's So Hard for White People to Talk About Racism
- 1619 Virginia's First Africans – Hampton Museum
- The Shaping of Black America
- The Isis Papers: Keys to the Colors
- The Fire Next Time
- Race Matters
- When Affirmative Action Was White
- The Bluest Eye
- How to Be an Anti-Racist
- Kerner Commission Report on Civil Disorders
- They Were Her Property
- Between the World and Me
- The Origin of Others
- My Grandmother's Hands: Racialized Trauma and the Pathway to Mending Our Hearts and Bodies
- Faces at the Bottom of the Well
- The Souls of Black Folk
- The Condemnation of Blackness: Race, Crime and the Making of Modern-Day Urban America
- Medical Apartheid: The Dark History of Medical Experimentation on Black Americans from Colonial Times into the Present
- The History of White People
- Women, Race and Class
Racial and Social Equity Reading Continued:
- Not In My Neighborhood – How Bigotry Shaped a Great American City
- Waking Up White, and Finding Myself in the Story of Race
- Birth of a White Nation: The Intervention of White People and It's Relevance Today
- Beneath a Ruthless Sun
- Autobiography of Malcom X
- Emancipated from Mental Slavery
- Black Reconstruction in America:
- Black Boy:
- Why I'm No Longer Talking to White People About Race
- Forced Into Glory
- Black Power
- Birthing A Slave – Motherhood and Medicine in the Antebellum South
- From Medicine to Midwives – The Birth of American Gynecology

Documentaries and Other Stuff:
- Slave PatROLS: Law and Violence in Virginia and the Carolinas (Harvard Historical Studies)
- Partus Sequitir Ventrem/1662
- Jim Crow of the North
- 30 Years A Slave (Audio Book):
- 50 Years in Chains – The Life of An American Slave (Audio Book):
- Voices from the Days of Slavery – Laura Smalley (Audio):
- Old Slave Narratives (1941) – Audio:
- Forced Into Glory
- The Light Of Truth: Writings of an Anti-Lynching Crusader
- The Reawakening of the African Mind
- Kirwan Institute for the Study of Race and Ethnicity
- http://www.racialequitytools.org/act/communicating/implicit-bias
- White Supremacy Culture: (Workbook for Social Change - Shortened)
- Dismantling Racism: A Resource Book
- Racial Battle Fatigue Article
- My Very Personal Taste of Racism
- Existing While Black Exclusive Feature:
  - Dr. Joy DeGruy
  - James Baldwin
  - Dr. Robin DiAngelo
  - Julie Nelson
  - Jacqueline Battalora: Birth of A White Nation
  - Martin Luther King: The Other America
  - Richard Rothstein
  - Seeing White Podcast
  - Segregated By Design
  - The Heritage of Slavery
  - Black and White Uptight
Documentaries and Other Stuff continued:

- I Am Not Your Negro – Documentary Trailer
- The Rise and Fall of Jim Crow Series; 4-part series
- Slavery By Another Name
- Enslavement to Emancipation
- Slave Catchers, Slave Resisters
- The Punishing Reach of Racism for Black Boys
- Crossroads: Role of Urban Renewal and Redevelopment in West Oakland
- San Francisco’s Last Black Neighborhood
- A City Within a City – Urban Renewal