



Program Overview: Understanding and Addressing the Roots Institutional, Structural, Systemic, Cultural and Interpersonal Bias (Implicit and Explicit), Exclusion, Inequity and Inequality, is a 4-day intensive group training focused on disrupting bias, increasing awareness of institutional – structural – and systemic inequity through lens' of race, gender and sexual orientation; and applying information to address disparate treatment and outcomes. It includes an analysis of American history, sociology, and human behavior, and an interpersonal exploration of the impacts of living in a structurally racist and sexist society. 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.

This unique educational experience will enhance participant awareness of societal influences that cultivated mainstream stereotypes, stigmas, assumptions and biases to devalue some identities while appreciating others. Participants will engage in interactive exercises to provide them with an opportunity to evaluate their own biases and examine how they fit into a larger worldview. This deep learning will take place in a supportive, encouraging and challenging environment, with the goal of increasing cohesion, concern and understanding of the human experience.

Philosophy: To grow individual, organizational and institutional understanding of the historical and current factors and influences that perpetuate institutional, systemic, and structural oppression in mainstream society.

Methodology: Through engaging multiple partners, participating in a series of small and large group discussions and activities, and watching and reflecting on videos, participants are empowered to explore the layers of assumptions, stereotypes, and biases, and systemic and institutionalized ideologies that lead to biased attitudes and discriminatory behavior.

Facilitator/Consultant: Dante King is a native of San Francisco. He is a Learning & Organizational Development professional specializing in the implementation of equity, diversity, inclusion, social justice and implicit/unconscious bias educational training, with more than 15 years of experience. Throughout his career, he has gained expertise designing, developing, and delivering a combination of retreats, classes and seminars. He has dedicated his professional and person life to work to promote equity, inclusion and equality of underserved, under-acknowledged and underprivileged populations including communities of color and the LGBTQ community.

Example of three full days of training (8 hours each)

Creating an Inclusive Environment Training	
Day 1	<p>Learning Objectives: To build a foundational understanding about the historical and social foundations of structural racism and anti-blackness in America.</p> <p>Overview: The first day of this two-day course will examine the creation of “Whiteness” in America, utilizing recent historical and sociological sources, and to engage in interactive learning about the impact of the structural racism from the colonial period to the present. Participants will gain an understanding of implicit bias, learn about conditions and influences that affect unconscious bias and its impacts on thought, attitudes, language and behavior. Participants will begin to understand how certain biases are necessary and valuable for survival while others can be disproportionately detrimental to certain groups.</p>
Day 2	<p>Learning Objectives: To build awareness of and learn to identify the modern-day impact of the historical and social foundations of structural racism and anti-blackness on interpersonal communication and behavior.</p> <p>Overview:</p> <p>The second day of this two-day course will examine the impact of structural racism and anti-blackness. Participants will reflect on the value of multi-dimensional aspects of diversity, including class, age, gender, ethnicity, rights, access, etc., to understand the advantages and disadvantages that can lead to inequities between groups. They will develop strategies to help diminish and minimize biased attitudes that affect decision-making. Participants will explore the impacts of institutional inequality, inequity and structural racism. They will understand the impacts of identity and privilege. Lastly, they will create a diversity and inclusion action plan.</p>
Day 3	<p>Learning Objectives: Continue building awareness of and learn to identify the modern-day impact of the historical and social foundations of structural racism and anti-blackness on interpersonal communication and behavior.</p> <p>Analyze information in the context to current day health, wellness and economic outcomes in current environment and begin leveraging tools to operationalize knowledge into practice by choosing a departmental and/or organizational initiative, program or process to affect.</p> <p>Overview:</p> <p>Continuation of experiential experience and foundational knowledge, as well a journey into transforming knowledge into action.</p>

Pricing is as follows: \$4,000 for 1-day; \$7,500 for 2-days training; \$ 11,000 for 3-days training (plus materials, travel and lodging). This includes preparation, including set-ups and take-downs (usually 3-4 additional hours on first and last day).

Optional Offerings:

6-Week Check Up: A two-to four-hour structured review is available and can be arranged six weeks after the initial training. This will allow for further examination of progress to selected processes/projects, etc. Hourly rate applies.

Policy review and recommendations: Review of any existing (or drafts) policies or procedures regarding your organization that is perceived to be resulting in inequitable outcomes for members of marginalized communities is available upon request. Flat consulting rate of \$250/hour.

Both MCLE and [POST certified](#) credit are available. Please contact me directly at dante@danteking.com or call (510) 928-8185, if further information is required.

With regards,

Dante King

"Replacing rejection, suppression and oppression with equity, empowerment, inclusion and respect"