

Advancing Race, Equity & Inclusion Academy

Module 1 – Understanding and Addressing the Roots Institutional, Structural, Systemic, Cultural and Interpersonal Bias (Implicit and Explicit; Racism/Sexism), Exclusion, Inequity and Inequality (3-Days):

is a multi-day intensive group workshop focused on disrupting bias, increasing awareness of institutional – structural – and systemic inequity through lens' of race and gender; and applying information to address disparate treatment and outcomes. It includes an experiential analysis of U.S. ("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.

Module 2 – Implementing Institutional, Structural Racial and Social Equity

Solutions (1.5-Days): Highlights approaches for advancing equity through the theory of action for creating institutional change. Content and discussions will focus on how equity tools and principals get applied to the work of institutions and agencies using a holistic and comprehensive approach. Participants will gain familiarity with identifying, assessing and evaluating equity indicators to develop priorities, benchmarks and accountability metrics.

Module 3 – Implicit Bias and Social Power: is a half-day workshop which explains different forms and impacts of bias; and raises awareness of social power and access to opportunity on life outcomes for different racial and social identity groups. Participants will revisit knowledge and learnings from module 1 and deepen understanding of systemic

forces that contribute to racial and social disparities. They will deepen their capacity to stay engaged while examining and discussing impacts of race, social inequity and strategies to achieve inclusion.

Module 4 – Building Equity, Inclusion, Belonging and Community; Inclusive Engagement, Accountability in Agencies and Communities: 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 approaches and strategies for producing equitable outcomes, explains the critical role of inclusive community engagement in advancing equity; while raising awareness of principles of accountability and how they relate to racial and social equity. Participants will be provided tools and strategies to more effectively communicate and interact with people across cultures to advance systems change.

Module 5 – Relationship-Centered Skills for Racial and Social Equity: Highlights scenarios and examples of micro-inequities. Focuses on conflict management; specifically identifying 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.

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](#)

- ✚ [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](#)
- ✚ [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](#)
- ✚ [Without Sanctuary](#)
- ✚ [100 Years of Lynching](#)

Documentaries and Other Stuff:

- ✚ [Slave Patrols: Law and Violence in Virginia and the Carolinas \(Harvard Historical Studies\)](#)
- ✚ [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:](#)
- ✚ [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](#)
- ✦ [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](#)
- ✦ [Found SF](#)