



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 four days over four 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 – 4, 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 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 activities are online.

Duration	Dates
Week 1, 12:00 – 3:30 EST.	Wednesday, January 8, 2025
Week 2, 12:00 – 3:30 EST.	Wednesday, January 15, 2025
Week 3, 12:00 – 3:30 EST.	Wednesday, January 22, 2025
Week 4, 12:00 – 3:30 EST.	Wednesday, January 29, 2025



For economic and racial justice

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Week 1

12:00 - 3:30 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.

Wrap-Up

Each day includes 1 break.

Week 2

12:00 - 3:30 EST.

Week 2 Overview & Reflections on Week 1

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.

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

Wrap-Up

Each day includes 1 break.

Week 3

12:00 – 3:30 EST.

Week 3 Overview & Reflections on Week 2

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 for hiring.



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Session 6 - Social Cognition and Implicit Bias. This session is an introduction to the concepts of “cognition”, “social cognition” & “implicit bias”, and explores concerns and implications of social cognition and implicit bias for racial justice advocates and examines ways in which implicit bias impacts the various systems within which we work.

Wrap-Up

Each day includes 1 break

Week 4

12:00 – 3:30 EST.

Week 4 Overview & Review on Week 3

Session 7 - 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 organizations’ commitments to racial equity and justice.

Wrap-Up

Each day includes 1 break