Racial Equity Information Sessions

September 29, 2017 2:00pm HQ
October 2, 2017 10:00am HQ
October 2, 2017 1:00pm SSOC
October 4, 2017 8:00am SSOC
Guidance Team

Athelgra Williams, Tyrize Cox, Radious Guess, Resmaa Menakem, Chaka Mkali, Adam Arvidson, Jennifer Ringold

Coordination for Trainings, Racial Equity Action Plan Implementation and Organization Development

GARE Cohorts

2016 and 2017 Cohorts
20 Employees

Racial Equity Training, Racial Equity Action Plan Development and Support

Internal Influencers

10% of Full Time Employees
Initiated September 2017

Racial Equity Training, Supporting Culture Change and Racial Equity Action Plan Implementation

Community Connectors

20-30 Community Members
Late 2017, Early 2018 Initiation

Community Feedback and Collaboration for Racial Equity Work, Amplifiers of Racial Equity Plan
Organizational Outcomes

1. MPRB has the internal capacity to support race equity planning solutions;
2. MPRB staff, representing diverse racial and ethnic backgrounds, speak honestly and listen to each other;
3. MPRB staff understand and see themselves reflected in the effects of personal, structural and institutional racism;
4. Racial equity conversations are meaningful for beginners, and to those who have worked on these issues for a long time;
5. Racial equity conversations look at the Black and White nature of race, and at other ethnic and cultural aspects;
6. MPRB responds to the national culture and how it is applicable at the local level, and in the workplace;
7. MPRB recognizes our community’s racial equity challenges and assets, and creates plans for social justice change; and
8. MPRB advances deliberative democracy around issues of race, and provide skills for bridging differences.
Staff Level

- Increase knowledge of the Racial Equity Action Plan;
- Increase awareness of personal biases and experience with racial equity;
- Build specific personal and professional skills around race equity; and
- Expand knowledge and competence to work more effectively in a racially diverse and culturally proficient environment.
Phase 1: Design and Program Flow

❖ 1.1 Ongoing Meetings with the Guidance Team
❖ 1.2 Training Design - Community Outreach Department and External Consultants
❖ Timeline: Through December 2018
❖ Evaluation and Assessment – goals, objectives, outcomes and evaluations with continuous feedback. (Review, reassess and report).
Phase 2: Building Internal Training Capacity

- 2.1 Attend GARE Speaker Series
- 2.2 GARE Training of Trainers (Annie, Athelgra, Elise, & Mae)
- 2.3 Director Accountability
- 2.4 Identify 60 Internal Influencers
- 2.5 One-to-One’s with Justice Leadership Solutions
- 2.6 Quarterly Racial Equity Mixers / Debriefs
- 2.7 2-Day Cultural Somatic Training | formerly Psychological 1st Aide
- Timeline: Now Through October, 2018
- Evaluation and Assessment - goals, objectives, outcomes and evaluations with continuous feedback.
Phase 3: All Staff Racial Equity Training Kickoff

❖ Three (3) to Five (5) All Staff Racial Equity Training Workshops
❖ 3.1 Led by GARE
❖ 3.2 Co-Led with MPRB Staff - Annie, Athelgra, Elise, Mae, Carrie, Radious and additional trainers, identified via Internal Influencers
❖ Timeline: Between NOW and February 2018
❖ Purpose: to help staff understand basic principles outlined in the Racial Equity Plan:
  ❖ Value multiple perspectives, culture is something everybody has, VABB/ACT, head-heart-hands-healing, and co-responsibility (helping staff understand their own and others’ realities)
❖ Evaluation and Assessment - goals, objectives, outcomes and evaluations with continuous feedback.
Phase 4: Racial Equity Circle Talks

- All Staff Racial Equity Circle Talks
- 4.1 Training of Facilitators/Recorders (60 Internal Influencers led)
- 4.2 All Staff Training hosted by Community Outreach Department
- 4.3 Internal Influencers will serve as facilitators/recorders
- Timeline: February – May, 2018
- Purpose: to consciously recognize and articulate the assumptions underlying race equity work
- Evaluation and Assessment - goals, objectives, outcomes and evaluations with continuous feedback.
Phase 5: Racial Equity Competencies

- **5.0 Racial Equity** – Develop Curriculum: Novice, Intermediate, and Advanced – implement as needed
- **5.1 Implicit Bias** – Develop Curriculum: Novice, Intermediate, and Advanced – implement as needed
- **5.2 Cultural Competency** – Develop Curriculum: Novice, Intermediate and Advanced – implement as needed
- **5.3 Systems Change** – Develop Curriculum: Novice, Intermediate and Advanced – implement as needed

- Timeline: Begin August 2018 (ongoing)

- Evaluation and Assessment: goals, objectives, outcomes and evaluations with continuous feedback.

  - Purpose: To continue to develop competency in these categories based on skill and organizational need.
Please contact any Guidance Team Member with questions and/or one on one time.

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