Race Forward

Racial Justice Training

February 19, 2016

Philadelphia PA

**Why the Media Consortium is holding this training**

The 2016 elections remind us how many stories must be told, from climate change to money in politics. Of all these stories, however, it is the ongoing struggle for racial justice and equity that most impacts progressive media.

What we know, however, when we are truthful with ourselves, is that structural racism within our own sector impacts our capacity to cover stories, to diversify our talent, and to expand our audiences and revenue.

The Race Forward workshop offers us a day of strategic planning with a focus on race equity. In the same way that you would set aside a day to focus on economic sustainability or leadership transition, join us to spend a day understanding what structural racism and implicit bias look like within the progressive independent media sector, and when and where your outlet can make strategic choices to change that structure.

This kind of workshop usually costs over $10,000. On February 19, you will not only be able to participate for the cost of your registration fee, you will be able to do so with your peers in a workshopping environment. Our experienced facilitators guarantee you will have a significant amount of time to work in groups and individually on issues, questions and concerns your own outlet faces. You will take home concrete tools for your staff, as well as next steps for applying a race equity lens to your work.

Jo Ellen Green Kaiser

**Desired Outcomes:**

* Common language for talking about race equity and inclusion
* Shared analysis and concepts for examining and working toward racial justice
* Tools for identifying next steps in applying a race equity lens to your work.

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| **Time**  | **Topic**  | **Min**  |
| 9:30 | Welcome and Introductions | 30 |
| 10:00 | Strengths, Challenges and Aspirations  | 30  |
| 10:30 | Racial Justice Key Concepts Building on participants visions for racial equity, this session examines how equity is different from diversity, how racial justice differs from anti-racism,and how to highlight key values to advance equity. | 45  |
| 11:15 | Morning Break  | 15  |
| 11:30 | 4 Levels of Racism This session identifies four different levels of racism – individual,interpersonal, institutional and structural racism. A scenario is presented to illustrate how a systems analysis can inform choices for social change strategies. | 60  |
| 12:30pm | Developing a Systems Analysis Workshop focused on developing systems analysis | 30  |

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| 1:00 | Lunch  | 30 |
| 1:30 | Implicit Bias Participants learn to critique dominant issue frames (which often convey racist narratives); create alternative frames (which emphasize racial equity); and connect them to other important frames (e.g. gender and economic equity)• Participants learn how to view racism as a system of inequality and how to challenge it systematically in order to address causes and effects. | 45  |
| 2:15 | Choice Points The session explores ways to prevent racism and promote equity by strategically utilizing “choice points” to counteract implicit bias. | 45  |
| 3:00 | Afternoon Break  | 10  |
| 3:10 | Goals, Methods and Planning Conversation Participants integrate and implement content from the training into achievable actions and observable outcomes. | 80  |
| 4:30 | Closing and Evaluations  | 30  |
| 5:00  | Adjourn  |  |

**Facilitators:**

TBD

Race Forward’s trainings provide participants with practical tools and tips to sharpen

their analysis, skills and strategies for addressing structural racism. Race Forward’s

trainings are unique and useful because:

• We emphasize practical strategies and solutions. Many trainings—even well

intentioned “anti-racism” trainings—often focus more on the problems than the

solutions. Both are important. But to move forward, it’s essential to focus on

developing viable strategies and solutions. We use the term “racial justice”

trainings to emphasize our proactive focus.

• We focus on community change. Some training approaches begin with the

personal level (with people processing their privilege and oppression), then move

to the organizational change level, then if they get around to it, focus on

community/societal change. We flip the script by getting organizations to focus

on their mission and the impacts they want to have in their community, then we

explore what organizational and personal changes are needed to help serve that

purpose. Change still occurs at all levels –societal, organizational and personal--

but the community change is the driver. Profound personal change can occur

when people have first-hand experience engaging in purposeful and collective

action.

• We emphasize institutional and structural change. A lot of organizations

provide “diversity,” “anti-oppression” or “cultural competency” trainings, which

focus primarily on the personal or interpersonal dimension of racism. This is

important, but our niche is to focus on systemic change. We help groups address

systemic racial inequality by developing proactive proposals, practices,

messages, strategies and alliances for advancing racial equity. By changing

inequitable systems, we can interrupt patterns of privilege and oppression.

• We emphasize “equity” more than “diversity.” We place a major emphasis on

addressing racial equity (fairness), rather than diversity (variety). We see

“diversity” as a tool to get to “equity,” but not the end, and not the same.

• We focus on race explicitly, but not exclusively. We work with groups that are

interested in seriously addressing race issues, since that is our expertise. But, we

know that other dynamics are also important--such as gender, class, sexuality,

immigrant status, etc. The kind of analysis, values, tools and strategies we

highlight are ones that support all kinds of equity and inclusion. We emphasis

race—not because we think it’s the primary problem in all situations—but

because it’s a significant problem in many, if not most, cases. By learning to

address race effectively--which many groups have the most difficulty with--there

can be important lessons for dealing with other dynamics. When there are

intersecting dynamics, each dynamic must be given distinct and sufficient

attention in proportion to its significance.

• We emphasize an empowerment model of social change: People of color and

white people have a stake in racial justice. Our lives and fates are interconnected

and we’re all better served when equity, inclusion, dignity and unity are the norm.

It will require people of all races to take action, risks and leadership to dismantle

systemic racism. Key stakeholders—especially those most disadvantaged by

racism—must play a key role in shaping social change and racial justice

strategies. While some people address racism through a lot of blame, shame,

guilt-tripping and grievances, we see this as disempowering. Most people

support racial justice and just need more clarity, skills, and strategies to become

part of the solution. We aim to move people from divisive, destructive and

disempowering patterns of engagement to those that are constructive, productive

and empowering.