

ON A MISSION TO **ADVANCE RACIAL EQUITY**

**BUILDING A MORE INCLUSIVE
COLUMBUS RELIES ON
INTENTION, INFORMATION,
AND ACTION. WE MUST DECIDE
(AND KEEP DECIDING) TO FIGHT
RACISM. AND WE MUST LEARN
HOW TO DO IT.**

To serve all those in our community who are impacted by racism, who recognize their participation in racist systems and institutions, and who are committed to eliminating racism, YWCA Columbus has created a series of training programs to teach us all how to grow into better advocates and activists for equity.

We designed our new Justice, Equity & Belonging (JEB) training services to educate individuals, small groups, and organizations on how to recognize and combat racial injustice. These interactive trainings promote racial literacy, help you understand racism as a systemic problem, and teach you how to be anti-racist strategically, actively, and effectively.

RACIAL EQUITY 101

OVERVIEW

TRAINING DESCRIPTION

This one-hour training video introduces the basics of understanding racism: how it manifests through social and political institutions, in overt and hidden forms, now and throughout history. By completing this training and associated companion guide, you'll gain insight and tools to help you become an active participant in the fight for equity.

WHO THIS TRAINING IS FOR

Everyone who wants to learn how racism is engrained in the structures and institutions we all take part in, and how to act as an agent of positive change.

WHAT'S INCLUDED

- **Terminology:** The words we use, and how they reflect the values we uphold
- **Key concepts:**
 - » **Three forms of racism:** Individual, institutional, and structural
 - » **Power dynamics:** Identifying power and privilege, and their influence
 - » **Racial equity:** Understand the differences among equality, equity, and justice, and how to avoid the pitfalls of “colorblindness”
 - » **Implicit bias:** How stereotypes and unexamined standards reinforce oppressive messages and behaviors
- **History:** How racism has informed centuries of American law and policy, specifically in housing and policing
- **Practice:** Actions, tools, and strategies to reduce and repair harm, and to intentionally practice anti-racism
- **Companion guide:** Reflection questions and exercises to help process the information and deepen learning
- **Resource guide:** Additional information, recommendations, and concrete actions to continue your journey toward social justice

RACIAL EQUITY FOUNDATIONS & APPLICATIONS

OVERVIEW

TRAINING DESCRIPTION

Facilitated by our Justice, Equity & Belonging experts, this interactive training session helps you learn about structural racism and make connections to inequities we see today, and offers the opportunity to dive deeper by customizing the focus of your session. Through discussion and exercises, our facilitator will encourage you to reflect on root causes of racial disparities, and develop a thoughtful strategy for practicing anti-racism. After your workshop, you'll be prepared to respond to and root out racism on an individual and institutional level.

WHO THIS TRAINING IS FOR

Individuals, small groups, and organizations who want a better understanding of how racism operates and how to incorporate anti-racist work into their daily lives.

WHAT'S INCLUDED

- **Terminology:** The words we use, and how they reflect the values we uphold
- **Key concepts:**
 - » **Three forms of racism:** Individual, institutional, and structural
 - » **Racial equity:** Understand the differences among equality, equity, and justice, and how to avoid the pitfalls of “colorblindness”
 - » **Social construction of race:** How racial categories were invented and wielded as a tool of oppression within the United States
 - » **Anti-racism:** Improve your practice of actively identifying and opposing racist policies, ideas, and actions
- **History:** How racism has informed centuries of American law and policy. This training includes the option to focus on specific issues and institutions, such as housing, policing, education, and healthcare
- **Practice:** Actions, tools, and strategies to minimize harm through repair and reduction, and to intentionally practice anti-racism
- **Resource guide:** Additional information, recommendations, and concrete actions to continue your journey toward social justice

BEYOND INCLUSION: BUILDING A COMMUNITY OF BELONGING

OVERVIEW

TRAINING DESCRIPTION

This training session explores the concept of “intersectionality”: when a person or group’s racial, socioeconomic, gender, and other identities and experiences intersect in ways that augment power or amplify oppression. Through exercises and discussion, YWCA Columbus’s Justice, Equity & Belonging facilitator will help you deepen your understanding of how harmful organizational norms and other forms of discrimination affects all of us in complex and often hidden ways. You’ll also learn to incorporate intersectionality in your organization’s language, practices, and strategic plans. This training guides you along the path of creating a workplace that works equitably for everyone in it.

WHO THIS TRAINING IS FOR

Human Resources professionals, DE&I professionals, leadership teams, employee resource groups, board members, agency service providers, and educators who want to create a community of belonging for people of all identities.

WHAT’S INCLUDED

- **Terminology:** Identifying and talking about systemic oppression constructively, adopting inclusive language with your organization and with your constituents, and rooting out normalized oppressive practices in your workplace
- **Key concepts:**
 - » **Intersectionality:** How race, socioeconomic status, gender, and other identities overlap, and how those overlaps unique and layered experiences of oppression
 - » **Power positionality:** Identifying power and privilege, and their influences
 - » **Belonging:** How to move beyond inclusion and proactively foster an environment of belonging
 - » **Inclusive language:** The importance of avoiding normalized micro-aggressive language and adopting affirming language that promotes emotional safety
- **Practice:** Actions, tools, and strategies to minimize harm through repair and reduction, and to intentionally practice anti-racism
- **Resource guide:** More information, recommendations, and concrete actions to continue your journey toward social justice

RESTORATIVE PRACTICES 101

OVERVIEW

TRAINING DESCRIPTION

This training explores the fundamentals of restorative practices: a process of centering community, fostering an environment of mutual respect, and responding to instances of harm. Through exercises and discussion, you will deepen your understanding of how restorative practices can benefit relationships across your organization, personally and professionally. You'll also learn to incorporate restorative approaches into your organization's internal and external operations and interactions, and how to center accountability in efforts to repair harm and prevent harm from reoccurring. This training guides you along the path of creating a restorative workplace that builds trust, community, and empathy.

WHO THIS TRAINING IS FOR

Human Resources professionals, DE&I professionals, leadership teams, employee resource groups, board members, agency service providers, and educators who want to learn restorative ways to build community, and prevent and repair harm.

WHAT'S INCLUDED

- **Terminology:** Adopting affective language to help people take responsibility, connect with how they are feeling, reinforce positive behavior and draw attention to positive impact
- **Key concepts:**
 - » **Restorative Practices Continuum:** An array of approaches, ranging from informal to formal, that focus on fostering a community of trust and mutual respect
 - » **Social Discipline:** An inclusive framework that describes basic approaches to accountability, and offers alternatives to punitive responses
 - » **Responsibility & Accountability:** What it means to “do the right thing” in an ever-changing society
 - » **Reducing & Repairing Harm:** How to respond restoratively when repairing harm
- **Practice:** Actions, tools, and strategies to minimize harm through repair and prevention
- **Resource guide:** More information, recommendations, and concrete actions to continue your journey to social justice

*YWCA Columbus also offers facilitated conversations, which are shorter in length and meant to guide team discussions on topics of **implicit bias; identity, privilege, and intersectionality; and microaggressions.***