

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 Diversity, Equity & Inclusion (DE&I) training and consulting 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 runs through 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 standards reinforce oppressive messages and norms
- **History:** How racism has informed centuries of American law and policy, specifically in housing and policing
- **Practice:** Actions, tools, and strategies to minimize harm through repair and reduction, and to intentionally practice anti-racism
- **Companion guide:** Reflection questions and exercises to help process the information and deepen learning
- **Resource guide:** More information, recommendations, and concrete actions to continue your journey to social justice

RACIAL EQUITY FOUNDATIONS & APPLICATIONS

OVERVIEW

TRAINING DESCRIPTION

Facilitated by one of our DE&I 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 your own identity and biases, and develop a thoughtful strategy for practicing anti-racism. After your training, 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
 - » **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 standards reinforce oppressive messages and norms
- **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, criminal justice, education, and healthcare
- **Intersectionality:** How the interconnectedness of social identities influence and inform systems of oppression or systemic oppression
- **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 to social justice

BUILDING AN INCLUSIVE WORKPLACE

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 DE&I facilitator will help you deepen your understanding of how 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 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 an inclusive environment for people of every identity.

WHAT’S INCLUDED

- **Terminology:** Identifying and talking about systemic oppression constructively, adopting inclusive language with your organization and with your constituents, and understanding why inclusive language matters
- **Key concepts:**
 - » **Intersectionality:** How race, socioeconomic status, gender, and other identities overlap, and how those overlaps reinforce oppression
 - » **Spectrum of identities:** Recognizing that individuals carry multiple categorizations of identity and how to support them
 - » **Power dynamics:** Identifying power and privilege, and their influences
- **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 to social justice