



Building a Racial Equity Culture Introduction Workshop

This workshop is a virtual-facilitator-led course taught via Zoom in a highly interactive format using breakout rooms, exercises, and Q&A throughout the session. The duration is 2.5 hours, including frequent breaks, with evaluation surveys showing most attendees prefer the 2–3-hour length.

Inclusive Leaders Group's Equity Evolution: Building a Racial Equity Culture Learning Roadmap is a series of interactive sessions for those who wish to sharpen their skills and strategies to address structural racism and advance racial equity by emphasizing how to challenge and change institutional racial inequities.

This Building a Racial Equity Culture Introduction Workshop is a mini-version of the first course of the Equity Evolution Roadmap, Racial Equity Foundations, and serves as awareness, knowledge, and skills-building for those new to Racial Equity.

Participants will:

- Build a clear understanding of key concepts such as racial equity and structural racism
- Learn to talk about race constructively within their organizations and with their constituents
- Gain tools and practices for counteracting racial bias in their work and practices
- Identify opportunities and next steps for applying concepts and strategies to advance racial equity

Learning Outcomes:

- Learn the difference between Racial Equality and Racial Equity
- Understand Racial Justice Values & Vision
- Key Concepts: Different Dimensions of Racism / Structural Racism
- Implicit Racial Bias and Microaggressions Awareness
- Opportunities to Advance Racial Justice
- Learn of Equity Evolution: Building a Racial Equity Culture Learning Roadmap, an 18-month, four (4) Phases of Racial Equity learning and organizational development to transform workplaces cultures

The Building a Racial Equity Introduction Workshop works best with:

- Up to 30 participants
- Attendance open to three levels of hierarchy (e.g. individual contributors, managers, and their manager's managers)

Benefits of Racial Equity Training

Racial bias in the workplace is annually costing U.S. businesses \$54.1 billion in increased absenteeism, \$58.7 billion in lost productivity, and \$171.9 billion in turnover, according to research from the Society for Human Resource Management (SHRM). Black employees are most at risk for experiencing bias, followed by Latino and Asian-American employees. However, even employees who don't directly experience bias are negatively impacted by observing others being treated unfairly.