



Let's Get

Racial

Equity

through

Action

&

Learning

A Transformative Learning Series to Create More
Equitable and Inclusive Organizations





Fresh, Powerful and Non-Shaming Curriculum

“(This program) opened my eyes to the historical trauma endured by people of color which is perpetuated through systems which encourage white privilege... (It) offers a fresh, powerful and non-shaming curriculum which is more than lecture and is interactive, testimonial [based] and discussion oriented. Each learner examines privilege and is encouraged to use their influence to seek change, challenge systems and dismantle barriers to level the playing field to support all people having access to reaching their fullest potential.”

~ Chief Mike Tusken, Chief of Police, Duluth MN



Go Deep



This 20-hour learning series addresses subconscious bias and systemic oppression deeply rooted in people and in our culture.

Participant Feedback

"I am emotionally in a renewed sense of community and hopefulness, seeing this as central to my work."

"I feel much more empowered and confident to talk about privilege and race..."

"(I will be more) intentional in my actions and lose defensiveness about diversity issues."

Transform



This workshop is transformative for participants and organizations – new perspectives are gained, and new habits of mind are created.

Participant Feedback

“Attending this workshop was a transformative experience, even though I ‘already understood.’ Needless to say, there was more to learn.”

“It gives me a broader awareness. (It) energizes me to make intentional changes.”

“I have a much different and real perspective of diversity and systemic racism.”

Shift Culture



Build human potential as you create a more equitable and inclusive culture where everyone feels valued and engaged.

Participant Feedback

"I will be more sensitive to the systems at work. I will intentionally address white privilege in discussions."

"I will be more aware of those around me and the role I play in making (our organization) a welcome home for all."

"It will open my eyes to what is actually happening and affecting relationships on our campus, and in our community."

ROI of Diversity, Inclusion and Equity

\$

Companies with diverse executive teams are 33% more likely to have industry-leading profitability. (McKinsey, 2018)

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Companies with diverse leadership are 45% more likely to grow market share year-over-year. (Harvard Business Review, 2013)

\$

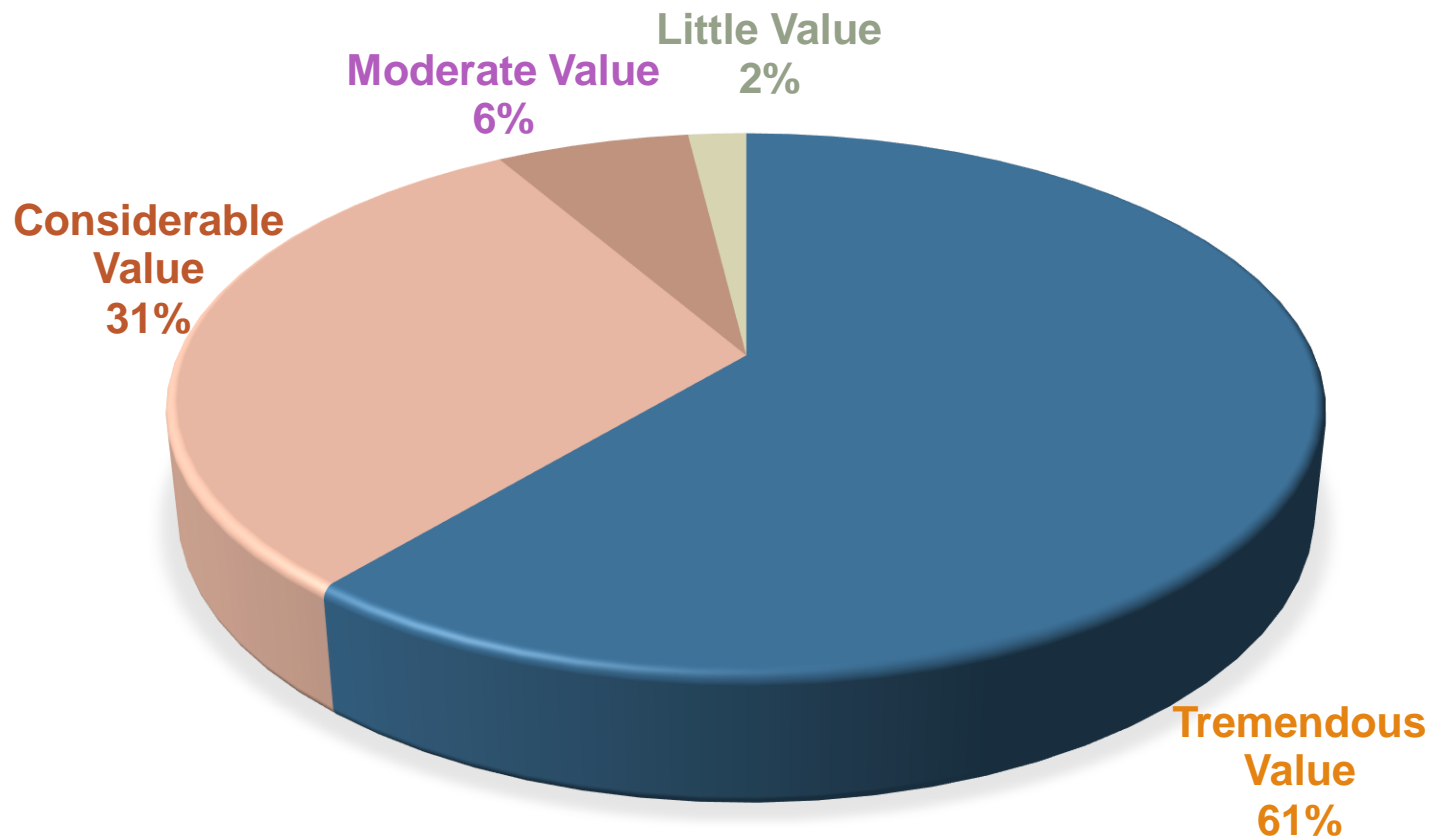
Attracting and retaining talent is essential to future performance. Gen Z is 48% non-white and as a whole, younger workers expect to work in inclusive and diverse environments. (Pew Research, 2018)



Proven Results

92% of Workshop Participants Find “Tremendous” to
“Considerable” Value

POST WORKSHOP PARTICIPANT SURVEY



Workshop Format

- Each module lasts three hours (21 total hours of training)
- Training ideally takes place with cohort groups consisting of 8-20 participants
- Participants are expected to put their learning in to action, creating a personal plan for systemic impact
- To date, training has taken place in person, but facilitators are working on an online program which is expected to be complete Fall of 2020



Workshop Content

Module	Title	Description
1	Cultural Humility*	<ul style="list-style-type: none">• Learning styles• Accessing our individual fluency• Transformational learning
2	Race Explicit, Not Exclusive*	<ul style="list-style-type: none">• How and why race was created• Historical infrastructure of race• White tales
3	White Privilege	<ul style="list-style-type: none">• White privilege as a system• Whiteness as personal and universal• Choice theory and white privilege
4	Identity and Positionality	<ul style="list-style-type: none">• The subtle power of perception• Impacts of stereotyping• How unconscious bias informs behavior
5	Systemic Oppression	<ul style="list-style-type: none">• Personal prejudice vs systemic oppression• Historical structures of racism• Impact of systemic racism today
6	Cross Racial Dialogue	<ul style="list-style-type: none">• Bringing microaggressions to light• Create MLK's Beloved Community• Engaging the heart
7	Creating Individual Action Plans	<ul style="list-style-type: none">• Creating a personal plan to make change• Empowerment towards systemic change• Assessing one's cultural competency

*Titles derive from Elisabeth Callihan & Nina D. Sánchez respectively

Facilitators



As an innovative and collaborative leader, **Nam Provost** is committed to moving organizations toward equity and organizational excellence. Currently she is the Director, Diversity and Inclusion at American Public Media Group (APMG.) Nam brings more than 10 years of organizational leadership in DE&I work and is a co-founder of Cultural Fluency Associates LLP, an organization focused on building materials to transform individuals and organizations towards maximum effectiveness. She has an MBA in Leadership and Change and is a qualified IDI administrator.



Dr. Bob Randall...Bob is Assistant Professor of Management at the College of St. Scholastica in their MBA Leadership and Change program and is CEO of Transcend Engagement LLC (www.transcendengagement.com), a provider of employee engagement technology and consultancy firm. Bob has spent 25 years in various leadership roles within private industry. He has his MBA in Finance and Doctorate in Organization Development (both from the University of St. Thomas in Minneapolis). He is a regular speaker at conferences and trade events.



Transcend Engagement LLC is a provider of employee development and engagement tools for organizations. More information can be found at: <http://www.transcendengagement.com/>