



# 2020 CALENDAR

join us on a journey towards racial equity.



[bit.ly/RELCsignup](https://bit.ly/RELCsignup)



## relc

The Racial Equity Learning Community (RELC) is a space for organizations to come together and learn specific practices involved in being racially equitable, in such areas as hiring, fundraising, power structures, and program development/execution. There is tremendous power in shared learning and growth.

## leader's learning circle (formerly relc)

This group will become a safe and trusted container for leaders to bring their most vexing racial equity challenges. We will have a chance to learn and apply organizational change tools. We will unpack the biases that we each carry that get in the way of leading this work even more powerfully. In addition to being in a peer learning community, participants will have accountability buddies, administer a personal racial equity leaders 360 assessment, and complete an organizational project.

## white supremacy culture 101

In this training participants will learn the basics of White Supremacy Culture (WSC). We will explore how WSC works to exclude people with marginalized identities, and maintain the status quo for those in power. Participants will develop their understanding of WSC, have the opportunity to explore barriers to identifying and challenging WSC, and see the ways that they individually connect to various aspects of WSC. For more info on WSC visit: [www.bit.ly/SURJWSC](http://www.bit.ly/SURJWSC)

## emerging leaders

The nonprofit sector, like the rest of society, faces a big challenge when it comes to racial equity. Many organizations and leaders struggle to have open and honest conversations about race. For organizational racial equity work to be successful, it must take place at multiple levels—from senior leaders to mid-level leaders (supervisors and managers), to direct service providers. Mid-level leaders face unique challenges: How can we effectively advocate for racial equity in spaces with senior leadership? How can we shift organizational culture if executive leadership is reluctant to get on board? How do we develop our identities as leaders? In this multi-part workshop, we will create a peer learning community and build our racial equity skills using dynamic tools and frameworks.

**time:** 8:30am - 11:30am

**dates:**

- Friday, September 20, 2019
- Friday, December 6, 2019
- Friday, March 20, 2020
- Friday, June 12, 2020

**time:** 8:30am - 12pm

**dates:**

- Friday, January 17, 2020
- Friday, February 14, 2020
- Friday, March 13, 2020
- Friday, April 17, 2020
- Friday, May 15, 2020
- Friday, June 19, 2020

**time:** 9am - 1pm

**dates:**

- Friday, January 10, 2020
- Friday, March 6, 2020
- Friday, May 1, 2020

**time:** 9am - 12pm

**dates:**

- Friday, January 31, 2020\*
- Friday, February 28, 2020
- Friday, March 27, 2020
- Friday, April 17, 2020
- Friday, May 29, 2020
- Friday, June 26, 2020

*\*First session will be 9am - 1pm*

## **introduction to facilitation: a racially equitable approach**

This training explores facilitation best practices through the lens of our Essential Community Practices: Racial Equity, Trauma Inclusion, and Restorative Justice. Participants will learn concepts and strategies for creating effective, holistic, facilitation environments. This content is applicable for a variety of contexts, including direct service, team meetings, all-staff gatherings, retreats, and more. This is a great training for new and seasoned facilitators.

**time:** 9am - 1pm

**date:** Friday, February 7, 2020

## **POC non-profit professional half-day retreat**

This half-day retreat is a space for non-profit professionals of color to connect and recharge. How can we achieve impact without burnout? What practices do we need, individually and collectively, to support our work in this sector? Join us as we take the first steps in answering these important questions together.

**time:** 12pm - 4pm

**date:** Friday, February 21, 2020

## **introduction to systemic inequity**

In this training participants deepen their understanding of the history of systemic racism in the United States and how it impacts white people and people of color today. Participants will also learn and engage with frameworks to help them understand their own socialization and how it impacts their thinking and their relationships with others. Facilitators create a container of relationship building and safety that allows participants to do the internal work necessary to truly understand – and dismantle– systemic inequity, and the systems of White Supremacy that maintain it. This training is great for board members and anyone else looking to deepen their journey.

**time:** 4pm - 8pm

**date:** Thursday, May 7, 2020