About Race Forward's Effectiveness

Founded in 1981, Race Forward brings systemic analysis and an innovative approach to complex race issues to help people take effective action toward racial equity. Founded in 2002, CSI catalyzes community, government, and other institutions to dismantle structural racial inequity and create equitable outcomes for all. In 2017, Race Forward united with Center for Social Inclusion to become the new Race Forward.

Race Forward is home to the Government Alliance on Race and Equity (GARE), a national network of local government working to achieve racial equity and advance opportunities for all. Race Forward publishes the daily news site Colorlines and presents Facing Race, the country's largest multiracial conference on racial justice.

Race Forward has offices in New York City, Oakland, California and Chicago. Our goal is to change the way society talks about and understands racial inequity. We move beyond a focus on personal prejudice and examine the inherent racism in our nation's systems and institutions. To counteract structural racism, we must document it, talk about it, and implement strategies and solutions that promote equity and inclusion.

Race Forward has a multi-racial and multi-generational staff with extensive expertise and experience in a variety of areas, including strategic research and policy analysis, media advocacy, policy and program development, leadership development and training, strategic coaching, curriculum design, educational material production, public presentations and keynote speeches, investigative journalism, community organizing and applied technology.

Race Forward's Approach to Racial Justice Training

Race Forward's trainings provide participants with practical tools and tips to sharpen their analysis, skills and strategies for addressing structural racism. Race Forward's trainings are unique and useful because:

- We emphasize practical strategies and solutions. Many trainings—even well intentioned "anti-racism" trainings—often focus more on the problems than the solutions. Both are important. But to move forward, it's essential to focus on developing viable strategies and solutions. We use the term "racial justice" trainings to emphasize our proactive focus.

- We focus on community change. Some training approaches begin with the personal level (with people processing their privilege and oppression), then move to the organizational change level, then if they get around to it, focus on community/societal change. We flip the script by getting organizations to focus on their mission and the impacts they want to have in their community, then we explore what organizational and personal changes are needed to help serve that purpose. Change still occurs at all levels –societal, organizational and personal--but the community change is the driver. Profound personal change can occur when people have first-hand experience engaging in purposeful and collective action.

- We emphasize institutional and structural change. A lot of organizations provide "diversity," "anti-oppression" or "cultural competency" trainings, which focus primarily on the personal or interpersonal dimension of racism. This is important, but our niche is to focus on systemic change. We help groups address systemic racial inequality by developing proactive proposals, practices, messages, strategies and alliances for advancing racial equity. By changing inequitable systems, we can interrupt patterns of privilege and oppression.

- We emphasize "equity" more than "diversity." We place a major emphasis on addressing racial equity (fairness), rather than diversity (variety). We see "diversity" as a tool to get to "equity," but not the end, and not the same.

- We focus on race *explicitly*, but not *exclusively*. We work with groups that are interested in seriously addressing race issues, since that is our expertise. But, we know that other dynamics are also important--such as gender, class, sexuality, immigrant status, etc. The kind of analysis, values, tools and strategies we highlight are ones that support all kinds of equity and inclusion. We emphasis race—not because we think it's the primary problem in all situations—but because it's a significant problem in many, if not most, cases. By learning to address race effectively--which many groups have the most difficulty with--there can be important lessons for dealing with other dynamics. When there are intersecting dynamics, each dynamic must be given distinct and sufficient attention in proportion to its significance.

- We emphasize an empowerment model of social change: People of color and white people have a stake in racial justice. Our lives and fates are interconnected and we're all better served when equity, inclusion, dignity and unity are the norm. It will require people of all races to take action, risks and leadership to dismantle systemic racism. Key stakeholders—especially those most disadvantaged by racism—must play a key role in shaping social change and racial justice strategies. While some people address racism through a lot of blame, shame, guilt-tripping and grievances, we see this as disempowering. Most people support racial justice and just need more clarity, skills, and strategies to become part of the solution. We aim to move people from divisive, destructive and disempowering patterns of engagement to those that are constructive, productive and empowering.

Building Racial Equity Training Components Include:

RACIAL JUSTICE VALUES & VISION
- *Building on participants visions for racial equity, this session examines how equity is different from diversity, how racial justice differs from anti-racism, and how to highlight key values to advance equity.*

KEY CONCEPTS: DIFFERENT DIMENSIONS OF RACISM / STRUCTURAL RACISM
- *This session identifies four different levels of racism – individual, interpersonal, institutional and structural racism. A scenario is presented to illustrate how a systems analysis can inform choices for social change strategies.*

IMPLICIT BIAS AND SYSTEMS ANALYSIS
- *Participants learn to critique dominant issue frames (which often convey racist narratives); create alternative frames (which emphasize racial equity); and connect them to other important frames (e.g. gender and economic equity)*
- *Participants learn how to view racism as a system of inequality and how to challenge it systematically in order to address causes and effects.*

CHOICE POINTS
- *The session explores ways to prevent racism and promote equity by strategically utilizing "choice points" to counteract implicit bias.*

RACIAL JUSTICE VICTORIES
- *Participants learn tips for changing the content and process of racial conversations in order to have constructive dialogues focused on change.*

PLANNING SESSION
- *Participants integrate and implement content from the training into achievable actions and observable outcomes.*

Outcomes

- Participants will build a clear understanding of key concepts such as racial equity and structural racism;
- Participants will learn to talk about race constructively within their organizations and with their constituents;
- Participants will gain tools and practices for counteracting racial bias in their work and practices;
- Participants will identify opportunities and next steps for applying concepts and strategies to advance racial equity.

What people are saying about Race Forward Trainings

"It gave me an overall framework and analysis as well as concrete tools to use in my organizing work." —Community organizer

"The best training on race and organizing that I've attended." —Church pastor

"Inspirational, enlightening as well as grounding; it helped me paint a picture of what is going on in the racial justice movement." —Civil rights attorney

"This was the most powerful and productive training on race issues I've ever experienced." — Social justice funder

SAMPLE BRE Training AGENDA

Desired Outcomes:
- Common language for talking about race equity and inclusion
- Shared analysis and concepts for examining and working toward racial justice.
- Tools for identifying next steps in applying a race equity lens to your work.

12:00 ET	Welcome & Introductions
1:00	Break
1:10	Racial Justice Key Concepts + Small Groups Discussion (*What are the consequences of these constructs in your organization and work?*)
2:20	Break
2:30	Laying it on the line - Big Group Discussion
2:50	4 Levels of Racism + Q & A
3:15	Break
3:35	Systems Analysis
3:50	Strengths, Challenges, Aspirations related to racial equity
4:10	Break
4:20	Implicit Bias + Small Groups Discussion *(How does institutional implicit bias show up in our work?*
4:55	Choice Points Exercise + Small Groups Discussion
5:30	Break
5:40	Planning Session + Small Groups Discussion
6:20	Close

Pricing and other services

Racial Equity trainings

A. **Building Racial Equity Training -** Full day training for a group of 65 people or less, including a planning and debrief call.

B. **Organizing for Racial Equity (ORE)** this is the second in our series of racial equity trainings. This training is for those who want to 1) deepen their understanding of the connection between race and power, 2) learn strategies for shifting power to Black, Indigenous, and People of Color (BIPOC), and gain strategies for organizing to advance racial equity within institutions. This is a full day training for a group of 65 people or less, including a planning and debrief call

   Pricing Scale - Your organization will have the best sense of your financial conditions, so please use the below pricing scale per training as a guide:
   - Organizational Budget of $750,000 and Below - $12,500 per training
   - Organizational Budget between $750,000 and $2,000,000 - $13,500 per training
   - Organizational Budget of $2,000,000 and Above - $15,000 per training
   - Iif the above prices are cost prohibitive, please let us know!

Coaching and Consulting - We offer coaching to individuals in organizations, who are looking for guidance on how they can advance racial equity in their institution through their practices, culture, and policies.

   Pricing Scale- $350 to $450 per hour.

Racial Equity Assessment - Depending on scale and scope of assessment.