



## **GROWING RACIAL EQUITY IN NORTHEAST OHIO**

**Year of Deeper Awareness 2018**

### **Continued Awareness Building**

Since fall 2016, Cleveland Neighborhood Progress has led a citywide effort to build an inclusive, interdisciplinary coalition of civic stakeholders, community development practitioners, and grassroots leaders committed to advancing Racial Equity & Inclusion. Throughout the Year of Awareness Building, nearly 1400 concerned citizens from across the region have participated in either the half-day Groundwater Training, or the two-day Phase I Workshop presented by the Racial Equity Institute. These intensive introductions to historical, institutional and systemic racism challenged deeply-held assumptions, and revealed—with sobering clarity—the devastating impacts of persistent racial inequality on our nation’s most marginalized populations.

Feedback from participants has been overwhelmingly positive; and all indications suggest that this paradigm shift has begun to gain traction. However, the Year of Awareness Building is simply a starting point for our continued efforts to embed Racial Equity & Inclusion as a central organizing principle of a holistic approach to community development. To truly accomplish our vision for Cleveland’s neighborhoods, we must ensure that all residents—especially historically disadvantaged members of the community—feel connected to the fabric of their neighborhoods; have equal access to opportunities; and are meaningfully engaged in the decision-making processes that affect their lives.

Yet there are no quick fixes for racial inequity. Changing the course of history will take time, persistence, creativity, and courage. Furthermore, we understand that this work must be pursued on multiple levels at once—personally and professionally; institutionally and system-wide. As we uncover and/or create new opportunities to turn Awareness into Action, we will leverage the momentum achieved in 2017, to broaden and strengthen our coalition. Therefore, we are pleased to announce that the Racial Equity Institute will once again facilitate monthly Groundwater Training and Racial Equity Phase I Workshop sessions in 2018.

Through our continued efforts to deepen our understanding of our history, the outcomes of unequal systems, and the language needed to describe with specificity how systemic racism affects every facet of American life (including our work), we move one step closer to creating a more equitable society.

### Racial Equity & Inclusion Trainings – Private Sessions

In addition to monthly sessions open to the public, we will support organizations in hosting private sessions for staff, boards, and/or key stakeholders. We are seeking financial support from our partners to cover the costs associated with hosting Racial Equity Workshops and Groundwater Trainings. Racial Equity Institute’s engagement includes a deeper analysis of inequity and opportunities for change including working with partners to analyze historic and current patterns of racial inequity across systems (e.g. Trainer fees, Travel, Lodging, etc.). Additionally, your support also covers CNP staff capacity to manage administrative, logistical, and programmatic elements. The fees for Phase I and Groundwater sessions cover costs associated with outreach and marketing efforts, catering, accommodations.

#### *REI Training – Pricing*

<b>Private Session</b>		<b>Group rate (10 attendees or more)</b>	
Phase I (Lunch Included)	15,000.00	Phase I (Lunch Included) -15% discount	
<i>Individual ticket</i>	325.00	<i>Individual ticket</i>	276.25
Groundwater	4,500.00	Groundwater -15% discount	
<i>Individual Ticket</i>	75.00	<i>Individual Ticket</i>	63.75
Full Package (P1 & GW)	19,500.00		

*Additional pricing options are available upon request.*

### Data Analysis & Evaluation

During the Year of Deeper Awareness, we will again monitor the reach and the impact of our efforts. This process has been refined over the course of 2017. In addition to tracking quantitative baseline data (e.g. # of participants; frequency of engagement), we will employ survey tools to capture participant feedback, gain insight into how participants understand their respective roles in addressing racial inequality, and uncover opportunities to improve supplemental programming. The data captured will be inform interim and final reports; organization-specific data will also be shared with organizations that secure Private Sessions.

**2018 Racial Equity & Inclusion Private Training Availability**

*(Please note, the below dates are exclusively for private sessions, there are additional training dates open to the public [available here.](#))*

**January**

24 (Groundwater 1:00-5:00)

25-26 (Phase 1)

**February**

28 (Groundwater 1:00-5:00)

*Additional dates available upon request*

**March**

15 (Groundwater 9:00-noon)

15 (Groundwater 1:00-5:00)

*Additional dates available upon request*

**April**

9 (Groundwater 1:00-5:00)

10-11 (Phase 1)

12 (Groundwater 9:00-1:00)

**May**

15-16 (Phase 1)

21-22 (Phase 1)

23 (Groundwater 9:00-1:00)

**June**

13 (Groundwater 1:00-5:00)

14-15 (Phase 1)

18-22 Open & available upon request

**July**

11 (Groundwater 9:00-noon)

*Additional dates available upon request*

**August**

20-24 Open & available upon request

**September**

6-7 (Phase 1)

20 (Groundwater 9:00-1:00)

**October**

31 (Groundwater 9:00-noon)

31 (Groundwater 1:00-5:00)

23-24 (Phase 1)

*Additional dates available upon request*

**November**

1-2 (Phase 1)

7 (Groundwater 1:00-5:00)

8-9 (Phase 1)

**December**

5 (Groundwater 1:00-5:00)

6-7 (Phase 1)

10-13 Open & available upon request

*Registration and more information about the Year of Awareness Building is [available here](#)*



## **About the Racial Equity Institute (REI)**

Racial Equity Institute, LLC (Greensboro, NC) is an alliance of trainers, organizers, and institutional leaders who have devoted themselves to the work of creating racially equitable organizations and systems. The Racial Equity Institute's process is designed to help individuals and organizations who want to proactively understand and address racism, both in their organization and in the community in which they work. Their experience has proven that the goals of understanding and addressing racism can rarely be achieved in a 3-hour or one-day workshop. Racism is a fierce, ever-present, challenging force, one which has structured the thinking, behavior, and actions of individuals and institutions since the beginning of U.S. history. To understand racism and effectively begin dismantling it requires an equally fierce, consistent, and committed effort.

## **Training Descriptions**

### **Groundwater Training**

A typical Groundwater Training is a 3-hour introduction to Racial Equity, which can be adjusted to accommodate a shorter time slot or to dive deeper if you are able to allocate up to a full day. In this lively and participatory presentation, REI organizers will use stories and data to present a perspective that racism is fundamentally structural in nature. By examining characteristics of modern-day racial inequity, the presentation introduces participants to an analysis that most find immediately helpful and relevant.

The Groundwater Presentation dovetails with REI's Phase I workshop, and is recommended as an introduction or follow-up to a full two-day workshop, and may be tailored to focus on a particular content area as needed.

### **Racial Equity Workshop – Phase I**

This two-day long process helps to provide talking points, historical factors and an organizational definition of racism. REI believes that organizations are often working in very intentionally civil ways, yet operating from multiple understandings that rely more on personal feelings and popular opinion. This creates complications to the goal of eliminating racial and ethnic disparities and producing equitable outcomes.