

**REI Phase 1** - <https://www.oaralliance.org/schedule>

Phase 1 Dates

Mon, Mar 9, 2020 8:30 AM - Tue, Mar 10, 2020 5:15 PM - Union Baptist Church, Durham

Friday, March 20, 2020 8:15 AM - Saturday, March 21, 2020 5:15 PM St. Mark's Episcopal Church, Raleigh

Mon, Apr 6, 2020 8:30 AM- Tue, Apr 7, 2020 5:15 PM St. Luke's Episcopal Church, Durham

Thu, Apr 30, 2020 - 8:15 AM Fri, May 1, 2020 5:15 PM St. Paul Episcopal Church, Cary

Thu, Apr 30, 2020 - 8:30 AM Fri, May 1, 2020 5:15 PM St. Luke's Episcopal Church, Durham

Tue, May 19, 2020 - 8:30 AM Wed, May 20, 2020 5:15 PM St. Luke's Episcopal Church, Durham

Wed, Jun 3, 2020 - 8:30 AM Thu, Jun 4, 2020 5:15 PM St. Luke's Episcopal Church, Durham

Mon, Jun 15, 2020 - 8:30 AM Tue, Jun 16, 2020 5:15 PM St. Luke's Episcopal Church, Durham

Thu, Jun 18, 2020 - 8:15 AM Fri, Jun 19, 2020 5:15 PM St. Mark Episcopal Church, Raleigh

Fri, Jul 31, 2020 - 8:15 AM Sat, Aug 1, 2020 5:15 PM Hayes Barton United Methodist Church, Raleigh

**Caucusing**

All people of color and white people are affected by racism and must work together to dismantle it. However, how we are affected and the work we must do is different.

Caucuses are times when people of color and white people meet separately in order to do our different work. You'll have the opportunity to join other REI training alumni who are committed to raising their awareness of how race and racism move and act within us and in the world.

Racial identity caucusing provides a safer space where white people can talk without fear of offending people of color, and people of color can talk without

the burden of rationalizing and proving the validity of their experiences to white people.

### **WAKE COUNTY:**

People of Color Caucus - Genda Dockery at [dockerygen@hotmail.com](mailto:dockerygen@hotmail.com)

White People Caucus - [wakewc@gmail.com](mailto:wakewc@gmail.com) or Craig Herb at [craigherb608@gmail.com](mailto:craigherb608@gmail.com)

### **ORANGE COUNTY:**

People of Color Caucus - [oar.orange.poc@gmail.com](mailto:oar.orange.poc@gmail.com)

White People Caucus - [chapelhill.white.caucus@gmail.com](mailto:chapelhill.white.caucus@gmail.com)

### **DURHAM COUNTY:**

People of Color Caucus - Jesse Huddleston at [jhuddleston47@gmail.com](mailto:jhuddleston47@gmail.com)

White People Caucus - [durham.white.caucus@gmail.com](mailto:durham.white.caucus@gmail.com)

### **Self-reflection from Safe@School**

Take a few moments to reflect your answers to the following questions:

- Who am I? Describe yourself and the different components of your social identity. With which social groups do you share things in common?
- How do I identify? What aspects of yourself are important to you and why? Which are not so important and why?
- What are my privileges? Imagine yourself outside of the group (or groups) where you currently belong. What would you lose if you no longer belonged to that group (those groups)? What would you gain?
- What consequences of racism can I identify in my life and experiences?
- What manifestations of racism have I seen (or experienced) in my life?

## **Experts from: Tool for Organizational Self-Assessment Related to Racial Equity, Coalition of Communities of Color**

If your organization has made a public commitment to racial equity, please describe how the commitment was made and who made it.

If your organization has an internal structure, e.g. an equity committee, responsible to addressing racial equity, please describe the structure including its scope of work and composition.

Describe whether, and how, the organization's entrance area is welcoming and supportive of diverse individuals and families, e.g. is there comfortable seating and supports for those with children.

Please provide a couple of examples of how your organizational meetings are conducted in a manner that supports equity and inclusion, and values diverse ways of speaking, thinking, debating, reflecting and making decisions.

What practices or structures does the organization have in place to support employees of color, e.g. mentoring, employee support groups, comprehensive orientations? Are there supports for employees of color to move into positions with low diversity?

Do the senior leaders of your organizations act consistently around racial equity by, e.g., allocating sufficient resources for equity initiatives, making racial justice a standing agenda item at key meetings, and ensuring people of color are decision-makers? Provide 2-3 specific examples.

Please describe how the organization actively builds a culture of inclusion and equity.

What processes and practices intentionally include or exclude community members?

How does the organization support an authentic and early process for noticing, naming and addressing dynamics of racism within the organization?

If your organization has an internal structure responsible for workforce diversity (e.g. an officer or office of diversity), please briefly describe the structure or role, and the scope of work.

How do racial justice and cultural competency goals inform the organization's investments in training and professional development?

How do you ensure that your organization is responsive to current and emerging issues in communities of color?

How does your organization formally collaborate with community-based organizations of color to determine and address your organization's responsiveness to the needs of communities of color?

In what ways are your organization's budget allocations aligned with racial equity goals, plans, policies and/or values?

## **Selected References**

### Books

The New Jim Crow: Mass Incarceration in the Age of Colorblindness. Michelle Alexander, The New Press, 2010.

Waking Up White, and Finding Myself in the Story of Race. Debby Irving, Elephant Room Press, 2014.

White Fragility: Why Its So Hard for White People to Talk About Racism. Robin DiAngelo & Michael Eric Dyson, Beacon Press, 2018.

I'm Still Here: Black Dignity in a World Made for Whiteness. Austin Channing Brown, Convergent Books, 2018.

### Documentaries

13th. Ava DuVernay, 2016.

I Am Not Your Negro. Raoul Peck, director. James Baldwin, writer. 2016.

Slavery by Another Name. A PBS Film.

<http://www.slaverybyanothername.com/pbs-film/>

### Podcasts

"Seeing White" podcast.cdsparch.org/seeing-white/

A 14-part documentary series exploring whiteness in America. John Biewen (2017) Center for Documentary Studies, Duke University

## Online Resources

PROJECT IMPLICIT: THE IMPLICIT ASSOCIATION TEST (select Race IAT)

Test yourself to learn more about your own unconscious racial associations.

<https://implicit.harvard.edu/implicit/selectatest.html>

Glossary for Understanding the Dismantling Structural Racism/Promoting Racial Equity Analysis

<https://assets.aspeninstitute.org/content/uploads/files/content/docs/rcc/RC-C-Structural-Racism-Glossary.pdf>

Black Owned Restaurants in the Triangle, Indy Weekly, August 2016

<https://indyweek.com/food-and-drink/news/find-black-owned-restaurants-triangle/>