

San Anselmo Racial Equity Task Force

Equity Assessments/Training	website	Reference	Cost
Consultant	https://www.racialequityalliance.org/about/our-approach/	Helping many Bay Area government organizations	
Consultant	https://www.thejusticecollective.org/for-public-sector	Bay Area group, did California planner association bias training (Patrick Brown and Danielle DeRuiter-Williams led training at conference)	
Consultant	https://www.themosaiccollaborative.com	Bay Area - Legal aid using	\$2,500 for a workshop
Virtual learning platform	https://everfi.com/workplace-compliance-training/	Staff attended workshop for collegiate/alumni groups	
Resources for DIY	http://www.racialequityresourceguide.org/	Resource guide - links to things like the Racial Equity Toolkit: An Opportunity to Operationalize Equity	
Virtual learning platform	https://courageousconversation.com/about/	Pacific Educational Group is a consulting firm in San Francisco	
Virtual learning platform	https://interactioninstitute.org/		
Resources for DIY	https://www.nlc.org/resource/advancing-racial-equity-in-your-city/	League of Cities	
Consultant	Deborah McKnight, Anti-Racism and Racial Equity at DM Consulting for Racial Equity linkedin.com/in/deborah-mcknight-46431829	Used by Tam High	
Resources for DIY	https://www.eventbrite.com/c/educate-yourself-online-racial-equity-workshops-cwwzcp/?utm_campaign=newsletter_editorial&utm_content=reg.85688651.r2020_47.rank.B&aff=ebemnseattnewseditorial&utm_source=eventbrite&utm_medium=email&ref=ebemnseattnewseditorial		
Consultant	https://www.castilloconsultingpartners.com/La Mikia Castillo (she/her)	Ran an American Planning Association workshop. APA said their response to their RFP "knocked it out of the park"	
Consultant	http://www.christinesaxman.com	Developed resource that was shared by TAM district.	
Consultant	http://nurturingdiversity.us	American Planning Association workshop	http://nurturingdiversity.us/pricing/

Consultant/pre sender	https://www.ineverworry.com/	Emotional Intelligence Workshops (They are doing 2 1.5 hr sessions for TAM district/Redwood HS) Learning Objectives: Upon completion of EI training participants will learn to: Recognize their own strengths as well as the strengths of others. Better manage their emotions and be able to skillfully respond to the emotions of others. Build rapport quickly with co-workers, clients, customers, family members, and friends. Listen to and speak the language of other temperament groups. Understand how others process information for more effective communication Modify communication styles to connect well with others.	
DIY Consultant/pre sender	https://www.cultureamp.com/diversity-inclusion-starter-kit/ https://comemeetablackperson.com	Cheryle Renee Moses, Cheryle@camrosecreative.com, 404-861-8187	https://www.eventbrite.com/e/come-meet-a-black-person-virtual-event-series-tickets-112824362706
Staff training Consultant and DIY	https://cpshr.webflow.io/training/program-forms/dei https://www.racialequityalliance.org/	Government Alliance on Race & Equity (GARE)	
Course to Teach Staff	https://www.coursera.org/learn/foundations-of-diversity-and-inclusion-at-work-teachout?recoOrder=1&utm_medium=email&utm_source=recommendations&utm_campaign=hf3AYGRGEeuYkZ98AOleHQ	Free and 6 hours	
Consultant	https://www.oh-lay.com/	From Main Street Conference "courageous conversations". "Building more meaningful connections through social journaling and shared conversation. Our shared vision is to spark a cultural shift in the way that people connect with themselves, with others, and within their work." WORKSHOPS & OFF-SITES PROGRAMS & INITIATIVES SPEAKING	
Consultant	http://www.racingtoequity.org	Racing to Equity prepared Inclusive Auburn Initiative Assesment Report in 2020 https://www.auburnwa.gov/UserFiles/Servers/Server_11470554/File/City%20Hall/Mayor/Inclusive%20Auburn/Racing%20to%20Equity%20Auburn.Inclusive.Initiative.Final%20Report%202020.pdf	

Emma Auer

Racial Equity Committee Research from May 4th Meeting

a) I suggest that anti-bias and Racial Equity training should be implemented for all Town Council Staff, Town Staff, and members of boards and commissions.

Trainings should: create a shared language, create baseline of understanding for systemic racism, create opportunities for learning, conversation, and questioning and be regular. In order to achieve this community members (Town Council Members, Town Staff, Members of Boards and Commissions), could be instructed in leading these trainings and rotate leading them. The more of us engaged in this the better the outcome will be.

Trainings should not: be conducted virtually or online, be a “one and done” deal.

Here are some articles that investigate the topic of anti-bias and racial equity training:

[“10 Reasons Why Ant-Racism Training is Not The Problem” Ifeoma Ajunwa](#)

[“A Theory of Racialized Organizations” Victor Ray](#)

[“What anti-bias training can- and can’t- accomplish in the workplace” Amanda Abrams](#)

I have reached out to [Showing Up for Racial Justice \(SURJ\)](#) for guidance on trainings and they will be contacting me soon. Through the SURJ website I found [Center for Equity & Inclusion](#), which appears to have opportunities for trainings of individuals.

I reached out to Jonathan Logan, VP of Community Outreach for the [Marin Community Foundation \(MCF\)](#), and he informed me that MCF has partnered with [Government Alliance on Race & Equity \(GARE\)](#) and encouraged me to reach out to them.

With this recommendation partnering with GARE for trainings as well as investigating the opportunities for individual trainings for our commissioners, Town Council Members and Town Staff through the Center of Equity & Inclusion would be a fruitful place to start.

b) I would suggest that all Boards and Committees of San Anselmo rise to the occasion to reevaluate their resolutions through an anti-bias, anti-racist lens to forward equity and inclusion through all parts of our town.

c) The Racial Equity Committee needs to release a public statement of who we are and what our purpose is.

There is a need for community education, support and celebration. We need to seek ways to uplift our community members of color who are not always seen as members of our community. This would present the opportunity for celebration of our community members, create a greater understanding of who we are and (hopefully) increase safety for our community members of color.

There is a need for holding of space within the Town of San Anselmo. This space should be a safe, community gathering place to process, mourn, and speak on the events of state or police violence in our nation or racial violence within our own town.

By our community coming together in thi shared space we can begin to heal together, activate together and recognize our shared humanity.

I suggest we hold community listening sessions where member(s) of the Racial Equity Committee are available to hear the concerns of our community members.

I suggest the creation a support fund through fundraising events to financially assist marginalized members of our community. This fund could be used to support victims of racial violence, hate, discrimination, harassment or bias or could be awarded or donated to marginalized members of the community.

The Historical Society Commission could look at opportunities for new exhibits and partner with members of [Coast Miwok of Marin](#) to highlight the rich indigenous history of our area. Our Town is named after a baptized Indian man who was buried in the area. What more can we know about his life story? He is our namesake; how do we honor this?

I have contacted [Marin Community Fridges](#) for input on ways to partner with our committee and their organization. There is a need for San Anselmo volunteers to stock, deliver food to, and maintain fridges across Marin. This is a great opportunity for our community members to engage meaningfully beyond San Anselmo.

I have reached out to Bruce Ackerman, Councilmember of Fairfax, in interest of partnering with the [Racial Equity and Social Justice Committee of Fairfax](#). I suggest we have a representative of our commission attend their meetings and vice versa. This would create a coalition between Fairfax and San Anselmo.

Ideas from Tiffany McElroy for the packet for the June 1st meeting.

A. Training for city staff and committee members:

I participated in trainings from the two companies below at Archie Williams High School and was very impressed with the workshops and got so much out of it.

<https://courageousconversation.com/about/>

Lori Watson

<https://www.race-work.com/>

B. Policy Audit Company

<https://www.racialequityalliance.org/>

C. Explore racial equity, social justice, systemic racial bias and diversity within the town's control.

My thoughts are that we have to figure out ways to connect with the community members to find out where these situations are in San Anselmo, so we can address them.

What resources can we use to do this..?

Ideas: Polls, Interpreters for meetings, inclusivity, cultural education speakers, speaker series, Bipoc film festival/series, our library book selection and speakers, police and fire staff community meetings,

People are going to need to feel safe to connect and share their realities... we have to figure out how to make our committee, city leaders safe, open and willing to listen, hear and change what has been normalized in the past.

DEI Training Providers									
Next Steps/Decision on outcomes	Name of Agency or Provider	WEBSITE	EXPERTISE	Population served/types of organizations	Description of their Training	Do they provide ongoing training	COST & Other Information	Reviewer Feedback:	FROM WEBSITES:
	The UNtraining	https://www.untraining.org/	This is a powerful moment in the history of racial justice in the US. Our collective consciousness is evolving to hold a diversity of realities that includes the pain, suffering and joys of all people. This work starts with ourselves. For more than 25 years, the UNtraining has offered a provocative and compassionate approach to help people discover how to work together in extraordinary ways to end our collusion with all forms of oppression, and to end racism. Phase One introduces the basic tools and concepts of the UNtraining using experiential exercises, journaling, readings, and group work VARIOUS TEACHERS Robert Horton Co-founder and co-director of the UNtraining. He is a white man with a passionate interest in undoing racism and a belief that this process begins with oneself. Robert has been working with Rita Shimmin since 1994, studying her approach to multi-dimensionality which she calls Racism, Diversity and Risk of the Self. The UNtraining is based on their work together. Robert studied Process Work with Arnold Mindell and has practiced Tibetan Buddhism for more than 30 years. Robert has led on-going private UNtraining groups since 1995. He trains and mentors UNtraining teachers, and continues to develop the curriculum. Robert has made presentations and led workshops at numerous schools and organizations in the San Francisco Bay Area, including JFK University, Institute for Transpersonal Psychology, San Joaquin Delta College, Berkeley Psychotherapy Institute and Spirit Rock Meditation Center. He also works with individual clients around racism and social issues.	participants come from a variety of communities, organizations, family structures, and lines of work. They are motivated by both personal and professional concerns, and a desire to work in a group setting.	UNtraining groups generally engage in the following path: Two facilitators - Facilitators are trained UNtraining teachers, trained UNtraining teaching assistants, and teachers invited from other disciplines. Minimum number of participants in a group is 6. Six-month commitment to work together. Progressive cycles of training are available. Six monthly meetings constitute a cycle of training. The meetings are 3-5 hours duration, totaling 18 to 30 hours of training per cycle. Participants must start with the first phase. Groups are heavily experiential, with didactic, contextual material also delivered. The UNtraining also produces invitation-only events and an introductory public workshop. The UNtraining currently offers the following tracks: UNtraining White Liberal Racism - currently offering groups in the San Francisco Bay Area, Chicago, and Western Massachusetts People of Color UNtraining - a blend of different ethnicities and races, in SF Bay Area only UNtraining White Liberal Racism: What is People of Color UNtraining? The People of Color group focuses attention on the places where the unique cultural/ethnic conditioning of the participants and white social conditioning intersect. The tools and concepts of the UNtraining help to illuminate how this conditioning impacts our view of ourselves, our relationships with others, and our work in the world. We recognize how our personal stories and traumatic experiences can be used by the training to "hook" us and keep us separated from ourselves and each other. Why People of Color Only? The People of Color UNtraining program is an opportunity to identify how we internalize messages from the dominant white culture to be our own, and to explore the effects of internalized racism in a group setting with others who identify as people of color. Internalized racism and all social oppressions affect our ability to love ourselves, and to be advocates for ourselves and for our communities. Together we learn how UNtraining work can bring further healing and liberation for ourselves and others. People of Color UNtraining participants engage in intense work around internalized oppression, the intersection of their diverse cultures with each other, and their intersections with the white dominant culture. The POC group shares a common foundational curriculum with all UNtraining groups while the participants strengthen their connections to their own diverse	UNtraining White Liberal Racism The Program: The UNtraining is held in small groups that meet once a month for six months in a workshop format that combines presentation of concepts and experiential exercises, self-reflection and group process. Each group consists of a maximum of ten people who are "white identified." The meetings are generally held on weekends. There are three phases of the UNtraining White Liberal Racism program. Each phase is complete in itself, although they build on each other: Phase One introduces the basic concepts and tools of the UNtraining. Phase Two deepens the experience of using the tools to explore more subtle layers of conditioning in the body and emotions. Phase Three focuses on the application of the UNtraining to the workplace. They can, depending on goals	Via Zoom. THE DETAILS The UNtraining Phase 1 is being offered online via Zoom videoconferencing. The Participants come from a variety of communities, organizations, family structures, and lines of work. They are motivated by both personal and professional concerns, and a desire to work in a group setting. Maximum group size is 10 people. Fall 2020/Winter 2021 Phase 1 Session Dates: Seven Saturdays. Except for October 17 (1:00-4:00 pm PT), all sessions are 11:00 am-4:30 pm Pacific Time: November 14, December 12, January 16, February 20, March 13, April 10 A commitment to attend all 7 meetings is necessary for the continuity of our deep work together. Two additional sessions are highly recommended: Thurs Nov19 6:30-9:30 pm View and discuss the seminal film, The Color of Fear Thurs Jan 7, 6:30-9:30 pm Community-building through Storytelling Facilitators: Gregory Mengel and Jessie Murphy, assisted by Mari Amend. For more about them and about the UNtraining, go to http://untraining.org/groups/whl/teachers . Application Process: Download the application HERE or from the Events page of our website www.untraining.org . Upon receipt of your application, we will schedule a telephone interview to mutually determine if there is a good match between the UNtraining and your goals. Deadline is Sept 15. Please note: This group may fill up very quickly, so submit your application as soon as possible. Payment: It is our intention that all who are committed be able to participate. The total cost for the program is a sliding scale of \$1800 to \$900. This range allows lower-income people to participate, while encouraging those who can afford more to support the work to the greatest degree they can. You place yourself on the sliding scale. Payment plans can be arranged. Many participants use professional development funds from employers to cover all or part of their fee. Please let us know how we can support you. Once your participation is confirmed, a nonrefundable deposit of 1/3 will secure your place in the group. See Questions: info@untraining.org or call (510) 235-3957 https://theresamrobinson.com/conversations-about-racial-experiences-care/	Personal- break out groups white/people of color separately based upon proven outcomes of change.	https://www.untraining.org/event-3972552
	Theresa M. Robinson	https://theresamrobinson.com/	25+ years of experience. "My DEI work: extends beyond unconscious bias in addressing structural racism, individual racism, and white privilege. -is centered on challenging individual hearts and minds. -is centered on the necessary discomfort that precedes growth and transformation. -is grounded in my commitment to speak truth to those who desire to hear it."	Corporations, training firms, organizations, business, etc	CARE COURSE: Conversations About Racial Experiences™. She can customize her CARE™ course — Conversations About Racial Experiences™ — to your organization. Virtual: Two-Hour, Half-Day and One-Day Formats In-Person: Half-Day and One-Day Formats; Virtual Class Size: 6 – 12, 13 – 24 or 25 – 50 participants. In-Person Class Size: up to 6 – 24 participants. Optimum Class Size: 12 participants. CARE™ focuses on centering the experiences of Black people in creating a safe space for small groups to engage in candid conversations grounded in HOPE — honoring other people's experiences—and empathy as a way to spark understanding and ultimately change. When each person takes individual responsibility, it can result in an inclusive and equitable environment for all. Though the specific elements of the experience are customized in partnership with your organization, each CARE™ course begins with foundational rapport and community building and ends with action planning and accountability. In customizing, here are sample key topic areas: micro-aggressions bias/racism categories privilege white supremacy white fragility ally behaviors anti-racist behaviors	They can, depending on goals			
Free 30 minute consultation can be customized and have a "Real Conversations about Race" option.	Circle Up Education	https://www.circleuped.org/	Our Story To build a less oppressed, racist, and divided world for future generations we will never know Circle Up's inception began when two UC Berkeley Peace and Conflict Studies graduates, Tiffany and Tyrone, joined forces to attempt to solve a daunting question. How can we end inequities and discrimination in our lifetime by addressing the root causes of hate, oppression, racism, and unconscious bias? This one question led the two co-founders on a journey of self-growth, constant reinvention, and evolution of thought and practice all to ensure that the next generation of children may start off their life in a world that is more inclusive and equitable than the one we live in today. CircleUp has been able to thrive based on the founder's commitment to practice what they teach, to maintain value-based approaches to services delivery, and by being empathetic toward the diverse communities they serve. 26,432 People Trained 955 Services Facilitated 326 Organizations Served Mission Our Mission is to cultivate happy, thriving, and stress-free cities, organizations, and schools by delivering custom training, consulting, coaching, and tools that are intentionally designed to interrupt implicit bias, restore community wellbeing, resolve conflict and misunderstandings, and inspire deeper connection and inclusion.	This training includes special customizations for municipalities, technology companies, K-12 schools, universities, and medical institutions, and nonprofits	Specialized DEI Training: A highly customized DEI training that reflects the needs and starting points of your team based on results from our Workplace Bias & Discrimination Survey and deeper assessments. The Specialized DEI Training includes: •A highly customized version of one of our existing DEI or Real Talk About Racism trainings that reflects specific data points highlighted from the Workplace Bias & Discrimination Survey results or as in-depth assessment meeting •The Specialized DEI training may be a highly specialized version of F •The DEI Foundations Training •The Diversity Uncovered Training •The Conscious Conversations Training •The Unraveling Equity Training •A training from the Real Talk About Racism Training Series •This training also include a blend of training modules from multiple sessions listed above that are blended together to meet very specific needs. Issues Addressed •Your team is looking for a training that reflects the unique culture of our organization. •You want to make sure that your DEI training includes references and examples that deeply reflect your industry, your client archetype, and your employee's knowledge and understanding of the DEI topics •You have had very poor experiences in the past with DEI trainings and want to make sure that you can continue the conversations and the work, yet at the same time ensuring that your team has a positive experience •You need a training that speaks more specifically to a specific segment of your staff, such as managers, directors, or a specific department and you want our team to make sure that the topics specifically apply to their roles, responsibilities and the challenges they face Implementation Details & Timeline: The following is a list of task that is included when you purchase this training: •Complete contract or PO •Our contracts team will work with you to expedite the contract and compliance process so we can start working together as soon as possible •We accept POs as well. We have our standard service agreement that we use or we can use your organization's if needed •Assign a Training Synergist to support you along your entire journey •You will be assigned a training specialist who will be your point person to ensure that the implementation of this training happens smoothly. They will reach out BE THE BRIDGE: Offers organizational audits, consulting, training, one to one coaching. Dynamic and interactive workshops on cultural intelligence, anti-racism, implicit bias. I guide leaders and organizations to cultural competency through dynamic presentations, conscious-raising workshops and one-on-one coaching	Will find out	Diversity, Equity, Inclusion Learn Effective Strategies To Interrupt Implicit Bias, Micro-aggressions, Privilege, and Inequities!	Who are the trainers? Background? Some examples wanted-	Lots of testimonials
concern : too focused on faith based, per website	Latasha Morrison	https://latashamorrison.com/	Certified Trainer in Cultural Intelligence and Unconscious Bias "Diversity Expert, Unity Champion" founded organization Be the Bridge in 2016 to encourage reconciliation among all ethnicities; but in the work for much longer prior. I guide leaders and organizations to cultural competency through dynamic presentations, conscious-raising workshops and one-on-one coaching.	small and large companies, non-profits, churches, organizations	BE THE BRIDGE: Offers organizational audits, consulting, training, one to one coaching. Dynamic and interactive workshops on cultural intelligence, anti-racism, implicit bias. I guide leaders and organizations to cultural competency through dynamic presentations, conscious-raising workshops and one-on-one coaching	Yes, easy online form to express interest and get info on a tailored process; no specifics on what the range of options looks like	latashamorrison.com	* in video intro she seems warm, gracious, grounded, thoughtful and measured and engaging as a speaker and writer; open and authentic with her story, relatable and approachable / - she takes a religious (Christian) approach to the work — her new book is Be the Bridge: Pursuing God's Heart for Reconciliation and much of her past work is with ministries which may not be the right fit for us	Companies she has worked with have a proven track record after for anti-racist more empathic organizational culture. I promise you—it won't be easy. I guarantee—you will be uncomfortable. You have my word—it will be worth it.
"very good company", may attend a 3-hr workshop for free, "was well presented and aims to help participants at different levels of expertise at the start."	The Racial Equity Institute	https://www.racialequityinstitute.com/	Currently REI has more than 25 trainers who work together to bring our workshops to clients around the country. We are a multiracial, multi-ethnic, multi-generational team with extensive backgrounds working in a variety of fields and institutional sectors including education, public health, medicine, law enforcement, psychology, social services, non-profits, business, agriculture and economic development. All of our trainers undergo training and engage in continual study and professional development in support of the analytical framework that we teach. Per website: NEXT VIRTUAL TRAINING (Pre-phase 1): VIRTUAL Groundwater Training is on Monday, October 26, 2020 9:00 AM 12:00 PM, or 1:30 PM 4:30 PM.	Academic institutions, corporations, government, Educational settings	Company does not organize sign up of attendees, they don't issue certificates of completion or CME. They will assign trainers for the selected days but not organize anything else. Training starts with either 1) a 3-hour presentation or 2) a 2-day workshop. Both focus on an evidence based presentation of why Racial Injustice is structural and the impact this has on individuals, business and the country. On site or over Zoom. The company then recommends a program customized to our organization's needs that includes check ins and analysis of our progress over 18 months to 2 years. Separate training for "Latino challenges" is available as a 2-day workshop for people who live in or work with Latino communities. Separate Ethnic/Racial Affinity groups are available to support groups of people who identify as part of a particular Race or ethnicity. Anti racism training is also offered for high school students. GROUNDWATER introductions, then offer PHASE 1, 2 and 3	Yes, the program is expected to take up to 2 years	per Kyle: 3-hr workshop is \$5000, 2-day workshop is \$12,000	3-hr workshop is \$5000, 2-day workshop is \$12,000 My opinion is this a very good company, I attended the 3-hr workshop (which can be attended for free) and it was well presented and aims to help participants at different levels of expertise at the start. The Groundwater metaphor is designed to help practitioners at all levels internalize the reality that we live in a racially structured society, and that that is what causes racial inequality. The metaphor is based on three observations: -racial inequality looks the same across systems, -socio-economic difference does not explain the racial inequality; and, -inequities are caused by systems, regardless of people's culture or behavior.	
"excellent" but may not be accepting new clients	Critical Diversity Solutions	https://criticaldiversitysolutions.com/	NO OPENINGS! strategic planning, training and consulting for diversity, equity, inclusion and belonging	Stanford University among other universities	WEBINARS + ON-SITE TRAININGS, WORKSHOPS, AND LECTURES We deliver workshops, lectures, and conferences that focus on anti-racism, racial inclusion, and racial-gender equity with intersectional framing (i.e. ability, age, sexual orientation, religion, etc.). We do give gender inclusion workshops and lectures, understanding that race and other factors will inform gender equity. We actively frame our curriculum with a focus on systems and history, showing how these factors impact organizations and individuals (unconsciously and consciously). We collaborate with our clients by showing them how to engage in structural change through action + strategy for the long run vs. "cosmetic diversity." One training or lecture is rarely enough to affect DEI goals. They are not accepting new clients at this time	Yes, depends how we set up	breeze@criticaldiversitysolutions.com	While I am still waiting to hear back more details, it is promising that they have already worked with other colleges, including Stanford.	Here are some of our effective workshops below, which can be tailored to your specifications: How Systemic Racism Impacts Inclusion and Equity How Gendered-Racism Impacts Workplace Belonging How to Practice Anti-Racism For Marketing Products Recruiting and Retaining Talented and Diverse Employees Gender, Bullying, and The Workplace: An Introduction
serves corporations but not with schools or colleges or medical institutions.	Kim Crowder Consulting	https://www.kimcrowderconsulting.com/about	LL: She has 16 years of experience in journalism, communication & diversity, equity, inclusion, and anti-racism (DEIA) work. (good review by Forbes mag; she also worked with the Library Association)	LL: She serves corporations (good review by Forbes mag; she also worked with the Library Association). But not with schools or colleges or medical institutions.	LL: I cannot find a detailed description of her training workshops; her website lists webinars, workshop, presentations but no details. There are videos of her presentations.	LL: Yes, provides coaching for organizations that want to develop anti-racist leaders		LL: I would prefer someone who has experience in colleges and/or medical centers.	
Some negative press found online/focus on organizational level (not personal)	365 Diversity	https://365diversity.com/	As a social-community activist, sociologist and criminologist, Kimya Nuru Dennis is invested in educating, training, evaluating, and assessing for-profit organizations and non-profit organizations.	Results-based: 365 Diversity, LLC does results-based trainings, workshops, evaluations, and assessments of every part of schools, businesses, and organizations	Trainings, workshops, evaluations, and assessments; As a multidisciplinary and interdisciplinary educator, trainer, facilitator, evaluator and researcher, Kimya Nuru Dennis specializes in demographic and cultural factors contributing to K-12 and colleges-universities, workforce and workplace, law-police-court-penal system, and medical-health system.			more organizational level	

Organization level of training more focus on educational institutions	Multicultural Teaching Institute	www.multiculturalteaching.org	Organization in Western, MA that offers training to K-12 teachers. Mostly they describe their (now cancelled) MTI Conference: The mission of the Multicultural Teaching Institute is to inspire and equip teachers to continue personal exploration of their own cultural identity and where it intersects with teaching and learning. Experts in the field, in partnership with classroom teachers, will work together to become more aware of personal bias, and examine the multiple ways to make classrooms hospitable for all students. Nationally-known speakers on multicultural education will deliver keynote addresses on each day of the conference. Areas of Expertise outside of the conference (Consulting): Curriculum Pedagogy and Policy Organizational Change	schools, non-profits, businesses and colleges	The mission of the Multicultural Teaching Institute is to inspire and equip teachers to continue personal exploration of their own cultural identity and where it intersects with teaching and learning. Sounds great if you're an elem school teacher -- training very focused on classroom dynamics, curriculum, etc. We work with schools, non-profits, businesses and colleges in a variety of ways, such as workshops, trainings and facilitated discussions. Our goal is to move individuals and organizations toward philosophical and practical change in support of diversity, equity, and multicultural education.	think so? Not entirely clear what they do under consulting		This sounds like the ideal program for a primary education school. Although they say they consult with businesses and colleges as well, everything on their website is geared toward the workshops they offer for K-12 teachers.	
Focus on institutional levels vs personal level.	Race Forward	https://www.raceforward.org	brings systemic analysis and an innovative approach to complex race issues to help people take effective action toward racial equity. In partnership with communities, organizations, and sectors, we build strategies to advance racial justice in our policies, institutions, and culture. Research, Media, Practice: Our work includes mobilization, skill-building, leadership development, organization- and alliance-building, issue-framing, messaging, and advancing solutions.	Race Forward catalyzes movement building for racial justice. In partnership with communities, organizations, and sectors, we build strategies to advance racial justice in our policies, institutions, and culture.	N/A	Appear to have virtual trainings-focus on institutional level / not personal level.	https://www.raceforward.org/about	Organization level of training	Race Forward's Building Racial Equity series is a collection of interactive trainings for those who wish to sharpen their skills and strategies to address structural racism and advance racial equity. Unlike "diversity trainings" which primarily focus on interpersonal relations and understanding, the Building Racial Equity trainings emphasize how to challenge and change institutional racial inequities.
Appears more organizational level (teams and leaders) vs personal level.	Awaken	https://www.visionawaken.com/	Have worked with many organizations. Focus on developing inclusive leaders and teams-appears more business focused and not personal level per se.	We empower leaders and teams to lead inclusively and authentically, through modern, interactive, and action-oriented workshops				need more information	
Website & Videos all show aimed at Educators and Schools	Over Coming Racism	https://www.overcomeracism.com	LL: The founder of this organization Matthew Kincaid has over 15 year of anti-racism training. He is also an activist; has been a teacher (taught social studies) and he has been a school administrator. The website has testimonials from his training in schools.	LL: Primary focus is on schools K-12; he has also worked with colleges but cannot find any details regarding this work. I like the idea that he works with schools, because our clients are also kids and families just like the schools.	LL: in the Washington Post article - it mentioned that he is a compassionate speaker known for making a nervous room comfortable.	LL: Yes, provides coaching for organizations that want to develop anti-racist leaders		LL: I like this program because they work with schools so focus on children and families	
Organization level of training too broad?	USC Race Equity Center	https://race.usc.edu/						Organizational	