



DANTE KING
LEADER | SPEAKER | INNOVATOR

RACIAL JUSTICE, ANTI-RACISM, EQUITY & INCLUSION ACADEMY

Phase (Exercise) 1

Understanding and Addressing the Roots of Legal, Governmental, Economic, Cultural, Institutional, Structural, Systemic, Interpersonal, Racism, and Implicit Bias: is a multi-day intensive group workshop focused on disrupting racism and racial bias, increasing awareness of perpetual, systematic racial inequities through the lens of race, sex, and gender. The process consists of analyzing information to establish a baseline understanding of racial situations to better understand historical and current inequities, and disproportionate outcomes. It includes an experiential analysis and evaluation of the psychology and sociology of white supremacy, anti-blackness, anti-non-Whiteness, human behavior, and ongoing impacts to traditionally and perpetually marginalized communities, the result of living in a structurally racist and sexist culture. It is an essential starting point for any person or organization attempting to address or solve issues involving race (i.e. disproportionate outcomes by race, racial bias, racial exclusion, underrepresentation, anti-racism leadership practices, etc.).

Participants engage in interactive exercises to provide opportunities to evaluate their own biases and examine how they fit into the larger cultural experience in the United States. This deep learning takes place in a supportive, encouraging, and challenging environment, with the goal of increasing cohesion, concern, and understanding of the human experience. (Available in-person and virtually). This phase includes 4-6 follow-up sessions that are typically necessary to provide hands-on support through the process.

Phase (Exercise) 2

Disrupting the Realities and Effects of Power, Privilege, Powerlessness, and Oppression: Race, Citizenship, Sex and More: Building on Understanding the Roots, this exercise explores power, privilege, powerlessness, and dis-privilege through an intersectional lens. The exercise provides an opportunity to experience first-hand impacts of systemic inequities and the ways in which racial oppression can be further compounded by sex, gender, age, ability, sexual orientation, ethnicity, citizenship status, and class, and more. It provides the opportunity for intact groups or individuals to begin developing inclusive strategies, policies, practices, and programs, to address disproportionate actions and outcomes.

Participants are provided tools and strategies to more effectively communicate and interact with people across cultures to advance systems change across organizational culture. (Available in-person and virtually).

Phase (Exercise) 3-A:

Anti-Racism Leadership Intensive: Practices, Processes, Policies, and Strategies: Introduces leaders of organizations to strategies, resources, and tools to address organizational challenges in the areas of recruitment, hiring, employee engagement, pay, performance support, promotions, retention, and more. This process also provides leaders with opportunities to participate in completing Anti-Racism Leadership Self-Assessments and receive and share 360-Degree feedback also. The assessments are used to assist leaders with building tangible action that will provide the foundation in managing progress in 5 key areas. In addition, leaders will be guided through processes to collect and analyze workforce data trends to determine specific steps to achieve equitable outcomes. This phase also includes 4-6 follow-up pulse checks, progress reports, and updates.

Note: Much of the contents of this phase is directly connected to notes and contents from Phases I & II.

Phase (Exercise) 3-B:

Relationship-Centered Skills for Racial and Social Equity: Explores real-life scenarios about microaggressions, microinequities, and ways to solve them. Focuses on developing conflict management and resolution skills, strategies, behavioral, and communication tools to enhance support for employees impacted by these conditions. The session also focuses on bullying, intimidation tactics, and various forms of cultural insensitivities, and provides opportunities to identify and practice skills to build confidence and competence respond to everyday situations as an effective and activated ally, advocate, and/or bystander. (Available in-person and virtually).

Upon completing the first two exercises, you will:

- Identify and understand racism as psychological, sociological, legal, and cultural as the main property and function of government/governance.
- Examine racial sanctioning rooted in colorism, and the reasons racism was established and embedded into the legal, institutional, social, economic, and hierarchical fabric of U.S. culture.
- Explore and examine personal life experiences; relationships to race, racism, racial power, and privilege; racial injustices, inequity, powerlessness, and oppression which underlie ongoing intergenerational racial traumas and triggers.
- Highlight racial inequalities and inequities through the realm of anti-Blackness, the experiences of non-White people, and White people, to examine the ways in which racial power and privilege, as well as racial powerlessness and dis-privilege impact the humanity of all individuals in a racialized society.
- Realize the views held by every individual are informed by a combination of many life experiences which are all unique and subjective. Understand the views we all hold as individuals are not equal, fair, or neutral; and they can never be rendered or validated in that manner.
- Make connections about the way's perceptions inform how people relate to, and/or treat people from similar or different racial and ethnic communities, examining both explicit and implicit biases.
- Develop awareness and make connections about institutional, structural, systemic, systematic, and interpersonal racism (as White supremacy culture and anti-Blackness culture) its purposes and functionalities in our society; specifically, within the organizations, institutions, and communities where we work and live.
- Identify and analyze the impacts of race across a variety of different aspects of identities (referred to as intersectionality) – sex, gender, housing, unsheltered/homelessness status, education, economics, healthcare, outcomes, sexual orientation, etc.; and deepen understanding about the ways in which racism magnifies misfortune across intersections.
- Build skills to combat explicit and implicit biases, stemming from racist perceptions, stigmas, and stereotypes to develop empathy for people who have different backgrounds and experiences.
- Identify areas and opportunities where challenges prevent individuals from accepting and embracing feedback. Establish skills and processes to develop and build capacity to hear from others about the perpetration racial harm.
- Develop individual and organizational anti-racist strategies and practices.
- Create and enhance anti-racist processes, policies, and programs to lead actionably and effectively.
- Incorporate racial justice, anti-racism, and racial and social equity into organizational change, including dismantling racial gaps and disparities in recruitment, hiring, pay, promotions, performance management, employee engagement and professional development, and retention.
- Focus on inclusivity and enhanced support of Black, Indigenous, Latinx, Asian-Pacific Islander, and other people referred to as "People of Color".

Anti-Racism, Racial Justice, & Equity Readings and Documentaries

- [Stamped from the Beginning](#)
- [The Color of Law](#)
- [The New Jim Crow](#)
- [Open Season: Legalized Genocide of Colored People](#)
- [Soul On Ice](#)
- [There There](#)
- [Miseducation of a Negro](#)
- [Racism without Racists](#)
- [My Face Is Black Is True](#)
- [Post Traumatic Slave Syndrome](#)
- [What Does it Mean to Be White?: Developing White Racial Literacy](#)
- [White Fragility: Why It's So Hard for White People to Talk About Racism](#)
- [1619 Virginia's First Africans – Hampton Museum](#)
- [The Shaping of Black America](#)
- [The Isis Papers: Keys to the Colors](#)
- [The Fire Next Time](#)
- [Race Matters](#)
- [When Affirmative Action Was White](#)
- [The Bluest Eye](#)
- [How to Be an Anti-Racist](#)
- [Kerner Commission Report on Civil Disorders](#)
- [They Were Her Property](#)
- [Between the World and Me](#)
- [The Origin of Others](#)
- [My Grandmother's Hands: Racialized Trauma and the Pathway to Mending Our Hearts and Bodies](#)
- [Faces at the Bottom of the Well](#)
- [The Souls of Black Folk](#)
- [The Condemnation of Blackness: Race, Crime and the Making of Modern-Day Urban America](#)
- [Medical Apartheid: The Dark History of Medical Experimentation on Black Americans from Colonial Times into the Present](#)
- [The History of White People](#)
- [Women, Race and Class](#)
- [Not In My Neighborhood – How Bigotry Shaped a Great American City](#)
- [Waking Up White, and Finding Myself in the Story of Race](#)
- [Birth of a White Nation: The Intervention of White People and It's Relevance Today](#)
- [Beneath a Ruthless Sun](#)
- [Autobiography of Malcom X](#)
- [Emancipated from Mental Slavery](#)
- [Black Reconstruction in America:](#)
- [Black Boy:](#)

Racial and Social Equity Reading Continued:

- [Why I'm No Longer Talking to White People About Race](#)
- [Forced Into Glory](#)
- [Black Power](#)
- [Birthing A Slave – Motherhood and Medicine in the Antebellum South](#)
- [From Medicine to Midwives – The Birth of American Gynecology](#)

Documentaries and Other Stuff:

- [Slave Patrols: Law and Violence in Virginia and the Carolinas \(Harvard Historical Studies\)](#)
- [Partus Sequitur Ventrem/1662](#)
- [Jim Crow of the North](#)
- [30 Years A Slave \(Audio Book\):](#)
- [50 Years in Chains – The Life of An American Slave \(Audio Book\):](#)
- [Voices from the Days of Slavery – Laura Smalley \(Audio\):](#)
- [Old Slave Narratives \(1941\) – Audio:](#)
- [Forced Into Glory](#)
- [The Light Of Truth: Writings of an Anti-Lynching Crusader](#)
- [The Reawakening of the African Mind](#)
- [Kirwan Institute for the Study of Race and Ethnicity](#)
- <http://www.racialequitytools.org/act/communicating/implicit-bias>
- [White Supremacy Culture: \(Workbook for Social Change - Shortened\)](#)
- [Dismantling Racism: A Resource Book](#)
- [Racial Battle Fatigue Article](#)
- [My Very Personal Taste of Racism](#)
- [Existing While Black Exclusive Feature:](#)
- [Dr. Joy DeGruy](#)
- [James Baldwin](#)
- [Dr. Robin DiAngelo](#)
- [Julie Nelson](#)
- [Jacqueline Battalora: Birth of A White Nation](#)
- [Martin Luther King: The Other America](#)
- [Richard Rothstein](#)
- [Seeing White Podcast](#)
- [Segregated By Design](#)
- [The Heritage of Slavery](#)
- [Black and White Uptight](#)

Documentaries and Other Stuff continued:

- [I Am Not Your Negro – Documentary Trailer](#)
- [The Rise and Fall of Jim Crow Series; 4-part series](#)
- [Slavery By Another Name](#)
- [Enslavement to Emancipation](#)
- [Slave Catchers, Slave Resisters](#)
- [The Punishing Reach of Racism for Black Boys](#)
- [Crossroads: Role of Urban Renewal and Redevelopment in West Oakland](#)
- [San Francisco's Last Black Neighborhood](#)
- [A City Within a City – Urban Renewal](#)