



Title: A.R.T.- Anti Racism Training

Educating. Celebrating.
Advocating.

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Course Description:

A.R.T. is designed to give participants a better understanding of how bias and racism influences our thinking and our relationships with others. Through the exploration of historical events, terminology, examination of privilege, bias, intersectionality, racism and anti-racism, the participants will have the knowledge and tools to foster a respectful, inclusive, and equitable environment where everyone can thrive.

The interactive course consists of 6 sections. Each section is 3 hours in length with breaks.

Course Objectives:

At the completion of the training, participants will:

1. Learn about historical events, ideologies, and social structures, and how they inform modern day beliefs, bias, and perception.
2. Analyze concepts of identity, bias, privilege, intersectionality, and prejudice.
3. Reflect on their own identity, bias, privilege, and prejudice.
4. Create an action plan to integrate an anti-racist mindset in their daily lives and real estate ventures.

Participants: For Groups.

Course Breakdown by Module:

1. Facing History
2. Reading, Writing and Racism
3. 3 P's- Power, Privilege, Prejudice
4. Implicit Bias-What We Don't Think We Think
5. Moving Towards Anti-Racism
6. Showing Up for Others

Module 1: Facing History

Module Description: This module explores the creation of race as power construct in the United States by looking at history to uncover how it contributes to present day events.

Module 2: Reading, Writing and Racism

Module Description: Examine how racism; individual, institutional, and structural creates disparities in housing, employment education and wealth.

Module 3: 3 P's- Power, Privilege and Prejudice

Module Description: The role privilege plays in maintaining power and an exploration of our own power and privilege and the role it plays in our experiences and how it affects the experiences others who are different from us.

Module 4: Implicit Bias- What We Don't Think We Think

Module Description: Uncover the workings of Implicit Bias, those unconscious thoughts that can affect our actions and decision-making processes. Create awareness of your own biases and better accept others that are different from us.

Module 5: Moving Towards Anti-Racism

Module Description: Ways to move towards being antiracist and how can becoming antiracist support us in being more diverse and inclusive.

Module 6: Showing Up for Others

Module Description: Provides tools to safely intervene when we witness bias and how to react when it is brought to our attention.

Pre and post training surveys

Participants will take a pretraining survey. This will assess their prior knowledge and get them acquainted with the aims and objectives of the training.

The post training survey will assess the effectiveness of the training to gather objective feedback from participants.

Sincerely,



Shanequa Levin

Founder & CEO

Women's Diversity Network