

Priority Areas

- *Diversity Awareness*
Awareness about individual differences (e.g. personality, language, learning styles and life experiences) and group-social differences (e.g. race, ethnicity, class, gender, gender identity, sexual orientation, sexual identity, country of origin and ability status, as well as cultural, political, religious or other affiliations) that can be engaged in the service of learning.¹
- *Cultural Humility*
A process that requires humility as individuals continually engage in self-reflection and self-critique as lifelong learners and reflective researchers, it requires humility in how researchers bring into check the power imbalances that exist in the dynamics of researcher-subject communication by using subject/participant-focused interviewing and it is a process that requires humility to develop and maintain mutually respectful and dynamic partnerships with communities.²
- *Racial Equity*
“Racial equity is the condition that would be achieved if one’s racial identity no longer predicted, in a statistical sense, how one fares. When we use the term, we are thinking about racial equity as one part of racial justice, and thus we also include work to address root causes of inequities not just their manifestation. This includes elimination of policies, practices, attitudes and cultural messages that reinforce differential outcomes by race or fail to eliminate them.”³

¹ Association of American Colleges and Universities. Making Excellence Inclusive Core Principles. Retrieved from: <https://www.aacu.org/programs-partnerships/making-excellence-inclusive>

² Adapted from Tervalon, M. and Garcia-Murray, J. (1998). "Cultural Humility versus Cultural Competence: A Critical Distinction in Defining Physician Training Outcomes in Multicultural Education". *Journal of Health Care for the Poor and Underserved* 9(2): 117–125

³ Center for Assessment and Policy Development, as quoted in the NASW publication Social Work Policy Institute (2014). *Achieving Racial Equity: Calling the Social Work Profession to Action*. Washington, DC: National Association of Social Workers.

Training	Location	Cost/Length	Description
Racial Equity Institute (REI) Phase I Phase II Latinx Challenges	Chapel Hill/ Carrboro, Durham, Raleigh, Greensboro, Charlotte	\$295pp \$275pp group rate (3+) \$175-students 2 days	<i>PDSP Priority Area: Racial Equity</i> Moving the focus from individual bigotry and bias, the REI Phase I workshop presents a historical, cultural, structural and institutional analysis. REI believes that organizations often work for equity with multiple understandings of racism that rely more on personal feelings and popular opinion. The lack of a common analysis creates complications to the goal of eliminating racial and ethnic disparities and producing equitable outcomes. With a clear understanding of how institutions and systems are producing unjust and inequitable outcomes, participants in Phase I are able to begin a journey to work toward social transformation and racial justice. Sponsored by: Organizing Against Racism http://www.oarnc.org/workshops/
Dismantling Racism Works (dRworks) <i>As of June 2017 has closed.</i>	Chapel Hill, Raleigh, Durham	N/A	<i>PDSP Priority Area: Racial Equity</i> This workshop includes storytelling based on our life experience, a look at personal, institutional, and cultural racism, a history of the race construct, white privilege, internalized racial superiority and inferiority, caucusing, visioning, and moving from analysis to action. Their extensive workbook can be found here: http://www.dismantlingracism.org/
Opening Doors: A Personal and Professional Journey	Stoneville	No Cost 3 days (W,Th,Fr)	<i>PDSP Priority Area: Cultural Humility & Diversity Awareness</i> Three-day, overnight, retreat that provides a foundation for personal and organizational growth. Through this workshop participants explore a framework that deepens their awareness about diversity and enhances their ability to create inclusive organizations. To register for the Opening Doors workshop, contact Sheilah Clayton at 962-6559. Sponsored by: UNC School of Medicine https://www.med.unc.edu/hr/employee-relations-1/2017-opening-doors-brochure/view <i>Additional thoughts: Most beneficial for people just starting journey toward being more culturally sensitive and inclusive.</i>

Training	Location	Cost/Length	Description
Beyond Diversity I & II	*See website	*See website	<p><i>PDSP Priority Area: Racial Equity</i></p> <p>Powerful, personally transforming two-day seminar designed to help teachers, students, parents, and administrators understand the impact of race on student learning and investigate the role that racism plays in institutionalizing academic achievement disparities.</p> <p>Sponsored by: Pacific Education Group http://www.pacificeducationalgroup.com/pages/services</p> <p><i>Additional thoughts: Gives a great framework for personal investigation of race and its impact on teaching and learning as well as a really useful framework for engaging in racial dialog, does not have explicit organizational/research focus.</i></p>
People’s Institute for Survival and Beyond	New Orleans, Portland, OR, Atlanta, Indianapolis, Minneapolis	\$270pp	<p><i>PDSP Priority Area: Racial Equity</i></p> <p>Undoing Racism is their signature workshop. Through dialogue, reflection, role-playing, strategic planning and presentations, this intensive process challenges participants to analyze the structures of power and privilege that hinder social equity and prepares them to be effective organizers for justice. The multiracial team of organizers/trainers includes more than 100 men and women whose anti-racist organizing expertise includes years with civil, labor and welfare rights struggles, educational, foster care, social service and health reform movements, as well as youth and grassroots community organizing.</p> <p>http://www.pisab.org/</p>