

## **Race; the Power of an Illusion (8 hours)**

This video series and facilitated discussion is the "basic RSJI training" for all City employees. The training uses the three-part PBS video series that examines race, power and privilege through the history of the U.S. and up to present-day causes of racial disparities. The curriculum guides the participants through small and large group discussions that facilitate the learning objectives.

### Course Learning Objectives:

- Increase awareness of the City's Race and Social Justice (RSJ) Initiative
- Examine beliefs about race, advantage & justice, and how these issues impact organizations/institutions.
- Promote an understanding of the term "institutional racism" and how it differs from individual racism
- Gain awareness of historical cases of institutional racism
- Begin recognizing examples of institutional racism within the City of Seattle policies, practices & procedures, and begin to explore solutions together

8:30 – 8:45 Opening

8:45 – 10:00 Episode I – The Difference between Us

10:00 – 10:15 Break

10:15 – 12:00 Episode II – The Story we tell

12:00 – 1:00 Lunch

1:00 – 1:30 Privilege Walk Exercise

1:30 – 3:00 Episode III – The House We Live In

3:00 – 3:15 Break

3:15 – 4:00 Small Group Discussion; future focus, where we go from here?

4:00 – 4:30 Small Group Report out

4:30 – 5:00 Announcements, Evaluations, Closing go-around