

# Race & Culture Training/Engagement Curriculum for Community Leaders

Estrus Tucker, Interim Director of the Center for Courage and Renewal, will conduct a varied, two half-days or one full-day (8 hr) session consisting of four leadership training/engagement modules in service of advancing racial and cultural equity. The target audience will be a combination of Task Force members and diverse Fort Worth Community Leaders including Faith Leaders, Community Organization & Nonprofit Leaders, Business Leaders and Volunteer Leaders on City Commissions and Boards. These modules are not “off the shelf” or “cookie cutter” but rather responsive to the emerging challenges, opportunities and cultural assets of the City of Fort Worth.

The training will utilize the Center for Courage & Renewal’s Circle of Trust® guidelines and Touchstones®, as well as the practices of Parker J. Palmer’s Habits of the Heart®. All modules will be interactive rather than lecture, and designed to engage each leader’s skills, lived experiences and diverse perspectives. Community leaders will be invited to respond to critical, relevant questions in small and large groups and contribute to hopeful, actionable plans.

The overarching objectives is strengthening and expanding the diverse community resources and human capital to respond to City opportunities for partnering to advance racial and cultural equity. The community leadership training/engagement will also appropriately align with key sessions from the City leadership training to support and facilitate collaboration and cooperation.

## **Module #1. Leadership Relational Norms - Touchstones**

This leadership training/engagement module is intended to assist leaders with developing and practicing respectful, honest and transformational dialogue. The training is intended to create a safe space to affirm personal and professional integrity and the courage to act on it.

## **Module #2. Leadership Engagement Practices-Habits of the Heart**

This leadership training/engagement module is intended to develop 1) an understanding that we are all in this together; 2) an appreciation of the value of “otherness”; 3) an ability to hold tension in life-giving ways; 4) a sense of personal voice and agency; and 5) a capacity to create community. These habits are deeply ingrained ways of seeing, being and responding to life that involve our minds, our emotions, our self-images, our concepts of meaning and purpose in life. These five taken together are critical to sustaining key attributes of our democracy in communities and cities.

## **Module #3. Racial and Cultural Healing and Relationship Building**

This leadership training/engagement module is intended to:

- Focus on ways to heal from the wounds of the past, to build mutually respectful relationships across racial and ethnic lines that honor and value each person’s humanity, and to build trusting intergenerational and diverse community relationships that better reflect our common humanity.
- Create a Narrative Change: Examine ways to create and distribute new narratives in communication, digital and social media, in a way that can influence people’s perspectives, perceptions and behaviors about and toward one another. Explore the efficacy of our diverse stories as resources for advancing civic engagement and positive community change.

## **Module #4. Understanding Racial and Cultural Equity in Local Government**

This module will a) provide a brief introduction for Community leaders on the history of institutional and structural racism in America, b) equip leaders with a shared language for racial and cultural equity, and c) examine existing racial and cultural disparities in the city and their implication for advancing racial and cultural equity. Key learning topics for this session includes: equity versus equality, implicit and explicit bias, individual and institutional bias, levels of racism, racial and cultural equity tools, disaggregating data, and community engagement strategies.