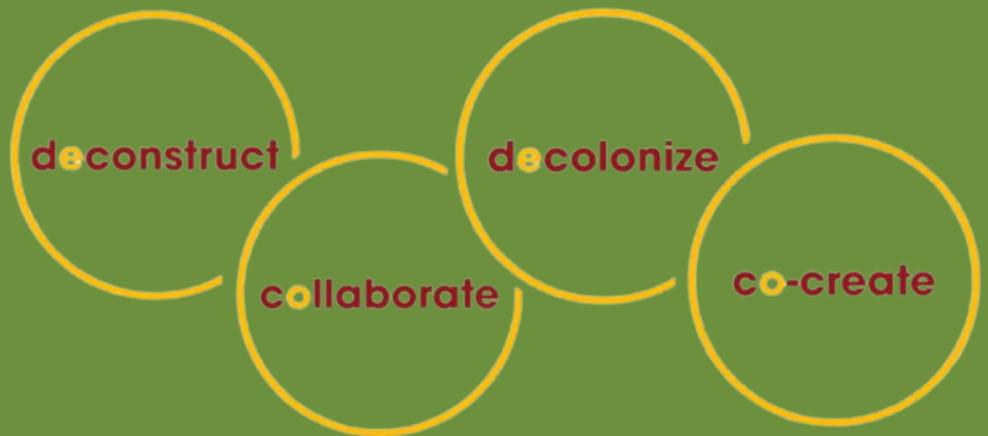


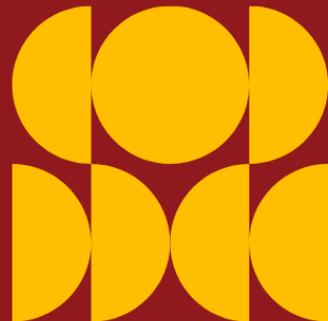
# PARTICIPANT WORKBOOK

for the  
Racial Equity Learning  
Community (RELC)

Prepared for:  
Bucks &  
Montgomery County  
Community Cohort  
2023



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[About the nina Collective](#)

[Racial Equity Learning Community](#)

[Coaching](#)

[Sutra](#)

[Session One Part 1: Community Building](#)

[Session One Part 2: Grounding and decolonizing: The historic and present-day structuring of racism \(Decolonize, Part 1\)](#)

[Session Two: Grounding and decolonizing: The historic and present-day structuring of racism \(Decolonize, Part 2\)](#)

[Session Three: Grounding and decolonizing: The historic and present-day structuring of racism \(Decolonize, Part 3\)](#)

[Session Four: Deconstructing systems of power and privilege \(Deconstruct, Part 1\)](#)

[Session Five: Deconstructing systems of power and privilege \(Deconstruct, Part 2\)](#)

[Session Six: Transformative Leadership: from tolerance for diversity to deep systems change for equity \(Deconstruct, Part 3\)](#)

[Session Seven: Collaborate: Integrating and operationalizing racial equity \(Part 1\)](#)

[Session Eight: Collaborate: Integrating and operationalizing racial equity \(Part 2\)](#)

[Session Nine: Collaborate: Communicating for racial equity \(Part 3\)](#)

## About the nina Collective

We are a consulting collective that partners with organizations like yours on systems change initiatives so that you can advance racial equity within your organization and field. We support organizations, institutions, and individuals committed to equity and inclusion as they advance their own internal change process and/or equity initiatives. Our work is guided by and rooted in the following foundational ideas:

**Mission:** Through modeling that another way is possible, we transform, support, and create systems and structures that are built around racial equity.

**Philosophy:** Because our current structures were created within the systems of oppression and inequity, whether intentional or unintentional, the work of racial equity requires both an undoing or decolonizing, as well as a rebuilding. While each consultant in our collective has a different area of expertise, we all take a systemic approach to building racial equity and inclusion. Deep systems change takes time, honesty, acceptance of responsibility, healing, and sustained commitment, but with dedication it is both possible and rewarding. To that end, our shared approach is:

- Deconstruct current inequitable systems
- Decolonize patterns that reinforce racism and oppression
- Collaborate across differences
- Co-create new equitable systems, structures, and ways of being



**Vision:** People, organizations, and systems transform their priorities, relationships, practices, and perspectives so that they are able to continually adapt and become equitable and responsive for all of their constituents and stakeholders.

**Our Values:**

- Learning & growth mindset
- Connection & relationship centered
- Reverence for truth, humanity & justice
- Mutual trust in each other and in the process
- Voice
- Courage
- Humility
- Collective Love

## Racial Equity Learning Community

The Racial Equity Learning Community is a cross-county, multi-sector initiative for organizations in Bucks and Montgomery Counties to come together to learn, build relationships, and take action that deepens organizational and collective capacity to advance racial equity and justice in our community.

In this partnership, we support participant learning through a combination of Co-Learnings facilitated by the nina Collective, and coaching to support small teams in applying the concepts from the Co-Learnings to their day to day work. nina Collective defines Co-Learning and Coaching in the following ways:

**Co-Learning:** A process through which participants and facilitators work together to: develop new understanding; to make meaning together; and to cultivate new practices to respond to what we have learned together. It is an evolution through which all participants - including the facilitators- transform and adapt. For more information on this, please see our blog: [Why Co-Learning and Not Training.](#)

## Coaching

Coaching is a designed alliance that supports change agents and organizational leaders in leading organizational transformation for racial equity. Coaching sessions are an opportunity for you to explore options and new ways of being that are aligned with your racial equity values and intentions while developing skills to be more effective in navigating change and transformation.

**Coaching sessions are an opportunity for organizations to:**

- Deepen self-awareness and clarity of purpose, values, and vision
- Identify and address thoughts and limiting beliefs that impede progress towards racial equity
- Identify specific places of power and influence where you can affect change
- Build accountability structures and support systems to guide the work going forward



### **Guiding Assumptions in Coaching Sessions:**

- The power of the coaching relationship can only be granted by you – you know best what you need
- This is a space for self-exploration and for you to make meaning, choices, and to take action as you see fit
- You choose what you do with anything we discuss

### **You can expect your coach to:**

1. Lead with values and purpose.
2. Engage in direct conversations.
3. Be honest and straightforward in asking questions.
4. Be partners in bringing out your organizational vision and intentions.
5. Co-create a learning container where you can explore new ideas.
6. Listen thoughtfully and share insights, ask questions to deepen understanding and awareness.
7. Respect our agreements for confidentiality.
8. Help broaden your belief of what is possible; identify new perspectives and insights.
9. Share any feedback, impact or insights; serve as a sounding board for you.
10. Support you in identifying and working towards your goals and intentions.

### **Coaching is most beneficial if you:**

1. Are honest.
2. Take responsibility for making the most of this coaching process and for creating positive results for yourself.
3. Are open to the process and keep us honestly informed as to what is and is not working for you.
4. Take notes during the sessions; complete any homework we agree to before the next session.
5. Make your own decisions and work to achieve your intentions and hoped-for results.
6. Keep our scheduled appointments.

### **What Coaching isn't:**

- **Coaching is NOT consulting.** The big difference is that consultants give advice to their clients based on their experience. Consultants are hired because they have a certain kind of expertise that is needed to analyze the client's situation or organization.
- **Coaching is NOT mentoring.** Mentors offer guidance from their more experienced perspective. Typically a mentor may be someone who works in the same line of business, only longer, so they have more experiences under their belt. Mentors transfer knowledge, advice and experience.
- **Coaching is NOT training or teaching.** Training programs are based on objectives set out by the trainer or instructor. Though objectives are clarified in the coaching process, they are set by the individual or team being coached, with guidance provided by the coach. Training also assumes a linear learning path that coincides with an established curriculum. Coaching is less linear, without a set curriculum.



- **Coaching is NOT Therapy:** Therapy deals with healing pain, dysfunction and conflict within an individual or in relationships. The focus is often on resolving difficulties arising from the past that hamper an individual's emotional functioning in the present, improving overall psychological functioning, and dealing with the present in more emotionally healthy ways. Coaching, on the other hand, supports personal and professional growth based on self-initiated change in pursuit of specific actionable outcomes. Coaching is future-focused, where therapy tends to be more past-focused.

## Sutra

nINA Collective partners with Sutra to curate presentation materials, resources and session recordings that will be available to everyone in your learning community. Sutra is where you will be able to access all of your work and resources. It can also be used as a discussion space for your group between co-learnings.

Here is information on how to create an account:

Click [Sutra.co](https://relic2.sutra.co)

Go to Login > Register

Enter the email address used in this communication (if you wish to register another email, please let us know)

You will be asked to enter your name, last name, create your username and password (optional: you can upload a picture for your profile) > click "sign up"

Already registered?

Visit your site here: <https://relic2.sutra.co>



## Session One Part 1: Community Building

**Community Cohort: Jan. 4, 2023**

**Prework:** Complete **your Personal Learning Plan** (*below*)

### **Key Terms:**

**Value:** “A value is a way of being or believing that we hold most important... Living into our values means that we do more than profess our values, we practice them. We walk our talk—we are clear about what we believe and hold important, and we take care that our intentions, words, thoughts, and behaviors align with those beliefs.” (source: Brene Brown)

**Othering:** “Othering is a generalized set of common processes that engender marginality and group-based inequality across any of the full range of human differences.” (source: john powell)

**Belonging:** “Belonging or being fully human means more than having access. Belonging entails being respected at a basic level that includes the right to both co-create and make demands upon society.” (source:J john powell)

Link to resources on Sutra

### **Notes:**

*What resonated with you today? What questions do you have? What do you want to learn more about?  
What do you want to discuss with your team?*

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## Session One Part 2: Grounding and decolonizing: The historic and present-day structuring of racism (Decolonize, Part 1)

Jan. 4, 2023

**Coaching Session Team Prework:** Complete **Section One** of the [CCC Assessment](#): *Organizational Commitment, Leadership & Governance*

### **Key Terms:**

#### **Diversity**

The wide range of national, ethnic, racial and other backgrounds of U.S. residents and immigrants as social groupings, co-existing in US culture. The term is often used to include aspects of race, ethnicity, gender, sexual orientation, class, nationality and much more.

#### **Cultural Competence**

A process of learning about other cultures, thereby broadening our own understanding and ability to participate in a multicultural process. The key element to becoming more culturally competent is respect for the ways that others live in and organize the world and an openness to learn from them.

#### **Cultural Humility**

A framework for moving us towards equity & justice that incorporates a consistent commitment to learning & self-reflection, an intentional investment in mutually beneficial relationships and the facilitation of healing-centered engagement while recognizing and redressing the role of power and privilege in a system. Goal: build understanding of self (personal culture) to improve consciousness.

#### **Equity**

Just and fair inclusion into a society in which all can participate, prosper, and reach their full potential.

#### **Inclusion**

A commitment to foster a climate that represents and values members of diverse social identity groups. Inclusive practices occur at the individual, cultural and institutional levels, creating a culture where all members feel they belong and their contributions are recognized and valued

#### **Intersectionality**

is a theory rooted in black feminism and critical race theory, arguing that identifying categories such as gender, race, class, and others cannot be examined in isolation from one another; they interact and intersect in individuals' lives, in society, in social systems, and are mutually constitutive.



### **White Privilege**

An institutional set of benefits, including greater access to resources and power, bestowed upon people classified as white.

### **White Supremacy**

The assumption or theory that whites are superior to all other races and should be in power and control. It is a structural system built into the founding of our nation that is still in place today.

### **Oppression**

The systemic devaluing, undermining, marginalizing, and disadvantaging of certain social identities in contrast to the privileged norm; when some people are denied something of value, while others have ready access.

### **Racism**

Equals race-based prejudice plus power for example economic or social power. It can be conscious or unconscious and occurs at the individual, institutional and structural levels.

### **Implicit or Unconscious Bias**

Thoughts and feelings are “implicit” if we are unaware of them or when we don’t know their nature. We have a bias when, rather than being neutral, we have a preference for (or aversion to) a person or group of people. Thus, we use the term “implicit bias” to describe when we have attitudes towards people or associate stereotypes with them without our conscious knowledge.

### **Microaggression**

Refers to the slights, putdowns and invalidating remarks that traditionally marginalized group members experience every day when interacting with people who unknowingly engage in implicit or unconscious bias.

### [Additional resources on Sutra](#)

### **Notes:**

*What resonated with you today? What questions do you have? What do you want to learn more about?  
What do you want to discuss with your team?*

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## Session Two: Grounding and decolonizing: The historic and present-day structuring of racism (Decolonize, Part 2)

Feb. 1, 2023

**Coaching Session Team Prework:** Complete **Section One** of the [CCC Assessment](#)

### **Key Terms:**

**Race:** Race in the U.S. is a social construct originally created to support racism.

**Racial Hierarchy:** A system of stratification that is based on the belief that some racial groups are superior to other racial groups.

**Colonization:** Some form of invasion, dispossession and subjugation of a people. The invasion need not be military; it can begin—or continue—as geographical intrusion in the form of agricultural, urban or industrial encroachments. The result of such incursion is the dispossession of vast amounts of lands from the original inhabitants. This is often legalized after the fact. The long-term result of such massive dispossession is institutionalized inequality. The colonizer/colonized relationship is by nature an unequal one that benefits the colonizer at the expense of the colonized.

**Decolonization:** The active resistance against colonial powers, and a shifting of power towards political, economic, educational, cultural, psychic independence and power that originate from a colonized nation's own indigenous culture. This process occurs politically and also applies to personal and societal, cultural, political, and educational deconstruction of colonial oppression.

[Additional resources on Sutra](#)

### **Notes:**

*What resonated with you today? What questions do you have? What do you want to learn more about? What do you want to discuss with your team?*

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## Session Three: Grounding and decolonizing: The historic and present-day structuring of racism (Decolonize, Part 3)

**Mar. 1, 2023**

**Coaching Session Team Prework:** Complete **Sections Two and Three** of the [CCC Assessment](#)

### **Key Terms:**

**Diversity:** The wide range of identities and national ethnic racial backgrounds of individuals working and participating in your organization.

**Equity** is just and fair inclusion into a society in which all can participate, prosper, and reach their full potential - Policylink

**Individual racism** includes prejudice, bias, or discrimination by an individual based on race.

**Institutional racism** includes policies, practices, and procedures that work to the benefit of certain people and to the detriment of others, often unintentionally or inadvertently.

**Structural racism** is both a historic and current reality of institutional bias across all institutions. This combines a system that negatively impacts certain groups based on race, immigration status, nationality, language, etc...

[Additional resources on Sutra](#)

### **Notes:**

*What resonated with you today? What questions do you have? What do you want to learn more about?  
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## Session Four: Deconstructing systems of power and privilege (Deconstruct, Part 1)

**Apr. 12, 2023**

**Coaching Session Team Prework:** Complete **Sections Four & Five** of the [CCC Assessment](#)

### **Key concepts:**

**White Space:** “The ‘white space’ is a perceptual category in which black people are unexpected, marginalized, and fear they do not belong, a space they perceive to be ‘off limits’ to people like them, and where they often meet acute disrespect and other forms of resistance.” -Elijah Anderson

**Culture:** The beliefs, values, and norms held by a group of people.

**White supremacy:** A historically based, institutionally perpetuated system of exploitation...for the purpose of maintaining and defending a system of wealth, power and privilege.

**White supremacy culture:** The ideology that White people and the ideas, thoughts, beliefs, and actions of White people are superior to People of Color and their ideas, thoughts, beliefs, and actions.

**Intersectionality** is a theory that argues that identifying categories such as gender, race, class, and others cannot be examined in isolation from one another; they interact and intersect in individuals’ lives, in society, in social systems, and are mutually constitutive.

[Additional resources in Sutra](#)

### **Notes:**

*What resonated with you today? What questions do you have? What do you want to learn more about?  
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## Session Five: Deconstructing systems of power and privilege (Deconstruct, Part 2)

**May 3, 2023**

**Coaching Session Team Prework:** Complete **Sections Six and Seven** of the [CCC Assessment: Service-User Voice & Influence](#)

**Key Terms:**

**Racial Identity:** An individual’s awareness and experience of being a member of a racial group; the racial categories that an individual chooses to describe him or herself based on such factors as biological heritage, physical appearance, cultural affiliation, early socialization, and personal experience.

SOURCE: Teaching for Diversity and Social Justice: A Sourcebook, edited by Maurianne Adams, Lee Anne Bell, and Pat Griffin, Routledge, 1997.

**The Cycle of Socialization:** The Cycle of Socialization helps us understand the way in which we are socialized to play certain roles, how we are affected by issues of oppression, and how we help maintain an oppressive system based upon power.

**Social Location:** the position of an individual in society based on the systemic advantage or disadvantage of their intersecting identities of race, class, gender, sexual orientation, gender identity, ethnicity, etc

**Positionality:** refers to the ways that social location determines access and power in society.

[Additional resources on Sutra](#)

**Notes:**

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## Session Six: Transformative Leadership: from tolerance for diversity to deep systems change for equity (Deconstruct, Part 3)

June 7, 2023

**Coaching Session Team Prework:** Complete **Sections Eight and Nine** of the [CCC Assessment](#)

### Key concepts:

**Bridge's Transition Model:** According to the model, change is something that happens to people. Transition, on the other hand, is internal: it's what happens in people's minds as they go through change. Change can happen very quickly, while transition usually occurs more slowly. The three stages in his model are listed below.

**Ending zone:** People enter this initial stage of transition when you first present them with change. This stage is often marked with resistance and emotional upheaval, because people are being forced to let go of something that they are comfortable with or value highly.

**Neutral zone:** In this stage, people affected by the change are often confused, uncertain, and impatient. Depending on how well you're managing the change, they may also experience a higher workload as they get used to new systems and new ways of working. This phase is the bridge between the old and the new – people may still be attached to the old, and it probably won't be clear what the new is.

**New beginning:** The last transition stage is a time of acceptance and energy. People have begun to embrace the change initiative. They're building the skills they need to work successfully in the new way, and they're starting to see early wins from their efforts.

### Additional resources in Sutra

### Notes:

*What resonated with you today? What questions do you have? What do you want to learn more about? What do you want to discuss with your team?*

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