2026 Training Opportunities

Racial Equity Foundations Training

This training has been carefully created by County staff for County staff and offers an interactive experience to familiarize yourself with local Sonoma County history, foundational race equity definitions and key concepts, and gain a better understanding of how to assess and improve the systems that have created and prolonged racial inequities in service provision for Sonoma County communities. This course introduces racial equity, anti-racism, and related foundational concepts and serves as the prerequisite for the County's Anti-Racist Results Based Accountability Trainings. This training is available to all county employees.

Training Dates:
March 12, 2026 | 9:00am – 3:00pm | In person
August 20, 2026 | 9:00am – 3:00pm | In person
October 8, 2026 | 9:00am – 3:00pm | In person
Register here: County, HSD, Water

Anti-Racist Results-Based Accountability (Foundational)

This one-day training by the Office of Equity and Upstream Investments provides a foundational understanding of the Anti-Racist Results-Based Accountability framework. The framework presents tools to identify and interrupt instances of racism to make more equitable, data-driven decisions, leading to systems change and a culture shift. Anti-Racist prework is required to participate in this training.
This training is recommended for people who want to understand their role in systems change, including contract managers applying AR-RBA in contracts and County staff and community partners seeking to build skills around equitable decision-making.
Result: Participants will connect their anti-racist pre-work with AR-RBA framework, understand, and practice the key concepts of AR-RBA, and understand the systems-based approach to achieving equity.

Training Dates:
March 4, 2026 | 10:00 a.m. – 4:00 p.m. | Virtual
May 12, 2026 | 10:00 a.m. – 4:00 p.m. | In-Person
September 23, 2026 | 10:00 a.m. – 4:00 p.m. | Virtual
November 17, 2026 | 10:00 a.m. – 4:00 p.m. | Virtual
County employees register here: County, HSD, Water
Community partners register here: Eventbrite

COUNTY OF SONOMA Human Services Department
UPstream INVESTMENTS SONOMA COUNTY
OFFICE of EQUITY COUNTY OF SONOMA

Other Available Courses:

Equity in Data Training

Explore emerging practices on race and demographic data collection, equity, and systems change. Context, examples, and tools will help you apply equity in your own work.

April 15, 2026 | 9:30 a.m. – 12:30 p.m. | Virtual
July 15, 2026 | 9:30 a.m. – 12:30 p.m. | Virtual |
County, HSD, Water, Community