

Racial Justice Training Offerings

An Introduction to Racial Justice

- Description: This training is designed to familiarize participants to the language of antiracism. After defining key, racial justice terminology such as implicit bias, cultural competency, race, racism, antiracist ally, etc., participants are encouraged to reflect on their implicit bias and how it may affect their personal and/or professional lives.
- Time: 90 minutes

Racial Equity in the Workplace

- Description: This training is designed to help organizations create racial equity in their recruiting, hiring, and on-going training offerings. After defining key, racial justice terminology such as implicit bias, cultural competency, race, racism, antiracist ally, etc., participants are encouraged to reflect on their human resources processes and identify ways to increase racial equity and retention of employees of color. This workshop can also be tailored to diversifying boards.
- Time: 2-3 hours

Courageous Conversations

- Description: This is an informal, yet facilitated conversation about a topic related to racism. It is designed to create a safe environment for participants to discuss issues related to racism in the workplace, community, or personal lives. Courageous Conversations are ideal for groups who wish to become more comfortable discussing race.
- Time: 90 minutes

Equity Training

- Description: This training is designed to cover overall diversity and inclusion. YWCA York and the IDEAS Center collaborate to provide a workshop that covers race, sexual orientation, age, ethnicity, gender, etc. This training is customizable.
- Time: 4-5 hours

Understanding Our Biases, Deepening Our Empathy

- Description: This training starts by defining implicit bias and connecting participants to their own biases. Then, it discusses empathy and gives tangible tips to develop empathy for all.
- Time: 90 mins

*All trainings are \$150 per hour for training and consultation. All trainings can be tailored to fit your needs.

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