

REI Phase I Training
Foundational Training in Historical and Institutional Racism

January 11 - 12, 2018

(8:00-4:30 both days)

Cross Insurance Center, 515 Main St, Bangor, ME 04401

“An organized lie is more powerful than a disorganized truth.”

In our contemporary society, racism shapes the outcomes of all institutions. From urban economic development to rural agriculture, from child welfare to criminal justice systems, racial inequity can be found across our country and state, even as people of all races struggle to make ends meet.

Still, as many work to reverse growing disparities and build effective coalitions that can improve outcomes for everyone, we are often challenged to understand how racism is working in its contemporary manifestations. This can be particularly difficult in places that are majority white, that are majority people of color, and in places that see growing inequity, despite increased diversity and outspoken commitments to equity.

This two-day workshop helps participants become clear on how race and racism have been constructed in the US and how ideas about racism live in our unconscious minds and social structures even 50 years after the successes of the Civil Rights movement. People of color and white people who are committed to eliminating racism will get the most out of the workshop. It provides an analysis that helps participants gain clarity about how racism is organized, how it is often hidden from our view, and how to work to disrupt its powerful influence.

Register online here:

www.racialequityinstitute.org/new-events/mainejanuary2018

Cost:

\$275 (per individual)

\$225 per person (for those in groups of 3 or more)

\$175 (students and seniors)

Scholarships available

or for more information please contact:

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Overview of the Racial Equity Institute

The Racial Equity Institute (REI) is an alliance of trainers and organizers, established in 2007, that is committed to bringing awareness and analysis to the root causes of disparities and disproportionality in order to create racially equitable systems.

Our work is largely aligned with that of similar anti-racist training programs and our aim is to contribute to a larger movement comprised of many actors formulating actions designed to advance justice and equity. Our approach builds on the work of the larger anti-racist movement and includes refinements and innovations based on our senior trainers' many years of experience in organizing projects, trainings, and consultations across the United States. We always maintain a movement approach and remain focused on organizing toward institutional change with equitable and just outcomes for people of color. We recognize many intersecting oppressions, but our belief is that racism is the glue that connects all oppressions, and thus our focus is on race and the injustices that stem from racialized history and belief systems that are reflected in American culture and institutions.

Our theory of change is based on the following assumptions and observations:

1. Racial inequity in the United States looks the same across systems;
2. Systems contribute significantly to disparities;
3. Poor outcomes are concentrated in particular geographic communities - usually poor communities and communities of color;
4. Systemic interventions and training can work to change thinking, reduce disparities, and improve outcomes for all populations;
5. Change requires commitment.

The Training Team

Deena Hayes-Greene and Bayard "Bay" Love are the anticipated training team.

Deena Hayes-Greene is the founder and Managing Director of the Racial Equity Institute. With her long-time business partner, Suzanne Plihcik, she serves as the senior trainer and consultant for REI. Deena has worked for more than 20 years as a racial equity consultant, trainer, and community/institutional organizer whose work focuses on the impacts of race and racism on systems, institutions, organizations and individuals. Deena is a former Human Relations Commissioner for the City of Greensboro. She has been elected to the Guilford County Board of Education for four terms and has served since 2002. She also serves on the board of the International Civil Rights Center & Museum, The Guilford Gang Commission, and the Ole Asheboro Street Neighborhood Association, and is a member of the Guilford Anti-Racist Alliance and a leader of the People of Color Caucus.

Bayard Love grew up in Portland and South Portland and just recently moved back to Maine after spending the last 10 years in New Orleans and North Carolina. Since 2006, Bay has provided training and consulting services to organizations working to marry racial equity principles with his formal training in business and public policy. Bay began his post-graduate school career in 2013 with a large corporate strategy firm and has been independent since 2016. He has worked with clients across sectors and across the country and has been a part of the REI team since 2010.

For more information, please contact Bay directly or visit our website at www.racialequityinstitute.org