Phase I Training
Foundations in Historical and Institutional Racism
January 27-28, 2020
(8:30am - 5:00pm both days)
Los Angeles, CA - Westwood Church (10497 Wilshire Blvd)

“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.

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:
https://www.racialequityinstitute.com/new-events/losangelesjanuary2020

Cost:
$375 (standard rate)
$225 (student rate)
$475 (donor rate)
$300 (groups of 3+)

Limited sliding-scale scholarships available

We’re trying a “donor rate,” which we invite you to consider! At least $100 of all donor rate registrations will go directly towards scholarships for others wishing to attend.

To request a scholarship or for more information please contact:
Reiney Lin ● reineylin@gmail.com ● (310) 896-1394
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. Socio-economic difference does not explain the racial inequity;
3. Systems contribute significantly to disparities;
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, Bayard “Bay” Love, and Reiney Lin are the anticipated training team.

**Deena Hayes-Greene** is the founder and Managing Director of the Racial Equity Institute. She has worked for more than 25 years as a racial equity consultant, trainer, and community/institutional organizer whose work focuses on transforming systems, institutions, organizations and individuals. Deena is a former Human Relations Commissioner, and currently chairs the boards for Guilford County Schools and the International Civil Rights Center and Museum. She is actively engaged in regional and community-level organizing efforts and has or does serve as a member of The Guilford Gang Commission, and the Ole Asheboro Street Neighborhood Association, Greensboro’s Community-City Working Group, and the Guilford Anti-Racist Alliance People of Color Caucus.

**Bayard “Bay” Love** works as an independent management consultant and as an organizer and trainer with the Racial Equity Institute. His work is dedicated to ending structural racism and developing the capacity of leaders and organizations to bear witness to, process, and address the deep collective challenges we face. Bay brings experience working in the private sector, in government and non-profits, and as part of grassroots campaign organizing. Based in New England, Love works locally and nationwide through collaboration with clients and partners who share those commitments.

**Reiney Lin** is an independent consultant as well as an organizer and trainer with the Racial Equity Institute. She focuses her work with organizations to deepen a shared understanding and language of structural racism to go beyond diversity and inclusion toward equity and justice in our systems through training, assessment, analysis, and strategy. Reiney has experience working inside institutions of public health, government, and higher education. Based in Southern California, Reiney collaborates locally and nationally with clients and partners in the movement for equity and justice.

For more information, please contact Reiney directly or visit our website at [www.racialequityinstitute.com](http://www.racialequityinstitute.com)