Workshop & Dialogue Series: *Race & Equity: The Third Rail*

In a safe environment, facilitators from The Equity Institute will guide and engage workshop participants in activities structured to illuminate the dynamics of race and the role it plays in just about every facet of our social, cultural, and business lives. The sessions combine history, data, and heartfelt examination of our personal values. This interactive workshop respectfully recognizes that all attendees have something valuable to contribute to the discussion of race understanding, reconciliation, and healing.

**WHY THE THIRD RAIL?** Race is often seen as a “third rail” conversation: You know it’s powerful, but you’ve also learned it should not be touched. The irony is that many of us understand that we often fear most things we don’t know. That lack of knowledge is exacerbated in moments we’re forced to deal with “third rail” issues in the onset of a crisis. At the Equity Institute, our workshop experiences and discussions provide a framework for mission-oriented organizations that seek to lean into and extend their individual and collective understanding of race and diversity and the positive impact they can have on organizational culture.

Participants in this interactive workshop series will gain:

- A greater self-awareness of how our personal experiences impact our world view of others.
- The ability to recognize and explore the historical and systemic roots of inequality.
- Broadened perspectives and understanding of others’ perspectives.
- Strategies for overcoming the reinforcing cycles of racial inequity.

The series includes the following modules*:
- Session 1: Hearing Your Voices and Sharing Our Stories
- Session 2: Examining Our Beliefs and Values: The Cycle of Socialization
- Session 3: Recognizing and Breaking Patterns of Bias: Implicit and Unconscious Bias
- Session 4: Knowing It’s About Power: Understanding the Social Contract of Racism
- Session 5: Analyzing the Trauma of Racism, Including Microaggressions
- Session 6: Understanding Systemic Racism and Its Lasting Effects
- Session 7: Actualizing the Work Within Your Organization

*Each module is approximately 90 minutes but is customizable to meet the needs of your organization.

**ALSO AVAILABLE: Development of a sustainable equity strategy**

Because the workshop discussions are only a starting point for your organization’s journey, our consultants are available to walk beside you and your team, during and after *The Third Rail* experiences, to craft a sustainable equity strategy tailored for your organization.

**CONTACT US:** [equityinstitute@domuskids.org](mailto:equityinstitute@domuskids.org) or 203.326.1163
MICHAEL HYMAN, CONSULTANT:

Michael has been instrumental in leading Domus to the conclusion that it is not enough to simply provide services but that education, awareness, advocacy, and action are the necessary ingredients for addressing and sustaining systemic change for racial and social justice and equity beyond the doors of the organization.

For Michael, an avid historian of American and Black history, starting The Equity Institute was a natural fit. A South Carolina native, Michael’s call to action came at age 11 with the successful effort to integrate his hometown’s schools. Through boarding school and his collegiate years to the present, Michael has remained a life-long social justice activist for more than 50 years: from the student movement against apartheid, to the present day where he has been an instrumental organizer of nearly 100 faith-based, civic, and human service organizations focused on ending systemic racism through Stamford Stands Against Racism (SSAR): A Call to Action.

A leader in several organizations, Michael serves on the boards of Person-to-Person, the Ferguson Library, the 100 Black Men of Stamford, and the Jackie Robinson Park of Fame. He has been a trustee at Greenwich Academy and the Notre Dame School (Manhattan). A member of the NAACP since 11, he is a former president of Stamford’s NAACP and an officer of the Connecticut State Conference of NAACP Branches. An ordained Baptist minister, Michael is a member of the executive board of the Interfaith Council of Southwestern CT. In 2016 he received the Kappa Alpha Psi Community Partner Award in recognition of his dedication to Stamford. In 2016, Michael was an Aspen Institute presenter on a national panel on “What Every American Should Know.” He is a sought-after presenter and speaker on social justice issues and education. An ABC scholar, Hyman is a graduate of the Governor’s Academy (Byfield, MA) and Franklin & Marshall College (Lancaster, PA).
DONN REID, CONSULTANT:

Donn joined Domus in 1991. As chief values officer, Donn ensures fidelity to the organization’s core principles and practices through staff training, program site observations/coaching, and formalized, ongoing dialogue between youth, parents, and staff. He oversees all staff training and professional development and is a sought-after facilitator for both internal and broader community gatherings. Previously, Donn was the director the Domus Training Institute as well as director of Domus’ two group homes for boys. Donn co-leads Domus’ Race Action Committee for Equity (RACE), a transformative, organization-wide initiative that seeks to challenge and sustain Domus and the communities it serves by promoting and building racial literacy and educational equity.

Donn’s concern for social justice began early on in his home state of Colorado, where he witnessed the dissonance in treatment and quality of life for Mexican and Native Americans. This led to his work with the Pueblo peoples in New Mexico, which was a tremendous learning experience. Today, Donn is an activist and organizer providing leadership on racial equity for a broad scope of organizations, including:

- Stamford’s Cradle to Career (REI Initiative)
- Stamford’s Everyday Democracy Facing Racism Community Conversations Series
- Stamford Stands Against Racism (SSAR): A Call To Action
- Connecticut Undoing Racism (CTUR)
- National Conference for Community and Justice (NCCJ)

Donn has served on the Parent Leadership Training Institutes’ (PLTI) design team and is the head ‘chef’ for the Stone Soup for the 21st Century community collaborative; he is also a certified teacher/facilitator for the following curricula:

- ToP (Technology of Participation) facilitator through the Institute of Cultural Affairs
- Implicit Bias & Race Understandings
- Cornell University’s Therapeutic Crisis Intervention TCI/TCIS
- Sanctuary (a trauma-responsive model)
- Restorative Practices (repairing harm by improving and mending relationships)

Donn is a Reiki practitioner. Prior to joining Domus, Donn worked in the mental health field. He is a graduate of the University of Northern Colorado.