Since Fall 2016, more than 5000 concerned citizens, civic and business leaders from across the region (and beyond) have participated in either the half-day Groundwater Training, or the two-day Phase I Workshop presented by the Racial Equity Institute.

These intensive introductions to historical, institutional and systemic racism challenged deeply-held assumptions, and revealed—with sobering clarity—the devastating impacts of persistent racial inequality on our nation’s most marginalized populations.

**Who we are**
- **Total Participants:** 5263

**Gender Identity**
- Women: 65%
- Men: 32%
- Transgender / Gender Non-conforming / Genderqueer: 2%
- Prefer not to disclose: 1%

**Race/Ethnicity**
- White: 60%
- Black or African American: 28%
- Hispanic or Latino/Latina/Latinx: 4%
- More than one race: 3%
- Asian/Native Hawaiian/Pacific Islander: 2%
- Other: 3%

**Sector**
- Nonprofit: 54%
- Private Sector: 7%
- Government/Public: 19%
- Academic: 3%
- CDC: 5%
- Foundation: 5%
- Other: 7%

**Where we work**
- **Participating Organizations:** 897

**Where we live**
- **Cities Represented (WORLDWIDE):** 100+

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**Special Thanks to REI Movement Champions:**