



**SACRAMENTO  
STEPS FORWARD**

Ending Homelessness. Starting Fresh.

## **CoC Racial Equity Training Plan**

CoC Board members, Racial Equity Committee members, and CoC-funded providers will be invited to participate in an interactive training series in Spring 2021 designed to build a common knowledge base and move our community in the direction of collective, coordinated, well-informed action -- at the individual, organizational, and systemic level. For each session, post-training professional development assignments and resources will be offered.

### **February 2021**

#### **I Am a Good Person: I Can't Possibly Have Bias. And Other Myths About How Our Brains Work.**

In this introductory training, we will learn how implicit biases are made in our brains and expressed in our actions, creating advantages for some groups and disadvantages for others. Tools and techniques will be presented to reduce our susceptibility to both personal and institutional bias, including the Implicit Association Test and five evidence-based countermeasures.

### **March 2021**

#### **Acknowledging Our Shared Inheritance: Government-Sanctioned Bias, Systemic Racism, and a Renewed Demand for Change**

This training session will focus on: the legacies of segregation, the impact of having -- or not having -- affordable housing, the racial wealth gap, and how structural racism and implicit bias pushes BIPOC out of some systems and into others. We will explore unique opportunities in the current environment, including responsibility for action within our organizations and institutions.

**May 2021**

**Bringing It All Together: Aligning Our Heads, Our Hearts, and Our Institutions for Equity**

In this closing training session, the emphasis will be placed on best and promising practices for organizational change to counter institutional bias, structural racism, and the inequity they produce. Participants will be introduced to real world examples of racial equity statements, decision support tools, and action plans. Together we will also engage in collective visioning.