



ABOUT THE TRAINING

WHAT PARTICIPANTS SAID:

In 2017, YWCA Greater Charleston brought the first-ever Racial Equity Institute (REI) series to Charleston. Several times throughout the year, facilitators from REI—nationally recognized for helping communities address institutional racism—led participants through the first phase of training, helping local leaders and laypeople proactively understand and address racism in their communities. Participants gained:

- **A mutual understanding** of how US history has contributed to inequitable systems and organizations
- **A more informed vocabulary** to use when discussing issues of race and ethnicity
- **A foundation** for understanding and addressing racism
- **A launching pad** for questions regarding their own organizations

They also enjoyed two significant additional benefits:

- **The opportunity to attend** the first phase of training more than once at no extra cost. It takes time to unlearn all of what attendees thought to be true about race, prejudice, and institutional racism, and to internalize that new knowledge... and participants learned something new with each new group
- **Access to racial/ethnic affinity groups** offering people of similar cultural and ethnic backgrounds a chance to discuss issues they've experienced as someone with that background... presenting a powerful environment for honesty, understanding, cooperative learning, and planning. Groups typically meet separately on a monthly basis and combine with other groups for a quarterly meeting

“A powerful learning experience. You learn things your teachers **left out** of history lessons.”

“Gives you a **vocabulary** - especially as a white person.”

“Without this opportunity, my path would not be as **enlightened.**”

“Fact-based; takes **racism out** of the opinion realm and roots it in history.”

“You'll leave with a deeper commitment to **dismantling** unjust systems.”

“Kudos - this workshop is **worth every minute!**”