

## **About the Racial Justice Institute Certification Program**

The Racial Justice Institute informs participants on how to build a racial justice institution that supports and sustains policies, practices, systems, and structures that advance racial equity. The institute is led by racial justice experts, researchers, and leaders in the field.

### **Module 1: From Diversity and Inclusion to Racial Justice**

Racial justice differs from diversity, inclusion, and antiracism; however, racial justice builds on these initiatives to create policies, practices, systems, and structures that strategically sustain racial equity. Racial justice serves as the strategic outcome of diversity, inclusion, and antiracism initiatives and investments. This session provides participants an introduction to racial justice and strategies and resources to advance racial equity. The session serves as a primer to the following modules and provides a framework for a racial justice capacity building plan.

### **Module 2: Conducting a Racial Justice Audit**

Racial justice begins with formal assessments of the environment. Assessments range from interpersonal assessments such as “listening” or dialogue sessions to equity audits. Racial justice assessments identify internal and external inequities that prohibit the success of historically marginalized and minoritized individuals and communities. The session provides participants with information on various types of racial equity audits and racial justice strategies that enact policies and practices that support and advance racial equity.

### **Module 3: Leading Justice Based Organizational Change**

Leading a company, organization, or community through racial justice work requires strategic, committed, long-term leadership. Racial justice leadership requires authentic, empathetic, and strategic leaders that can engage individuals in race-based dialogue, assessments, and planning in order to achieve racial equity and justice. Leading with a racial justice framework also requires the capacity to listen, observe, learn, and pivot based on the needs of the company or organization and its internal and external constituents. This session informs participants on how to lead racial justice initiatives designed to promote racial equity and how to navigate potential challenges that come with race-based initiatives.

#### **Module 4: Developing Racial Justice Strategies and Structures in the Workplace**

Promising practices in racial justice result from appropriate racial equity assessments coupled with appropriate strategies designed to address racial inequities in the workplace. Advancing strategies and structures requires investing in employees and committing resources to address racial inequities and organizes equity-minded policies, practices, procedures, strategies, and structures. This session provides promising practices and strategies to develop and sustain racial justice in the workplace.

#### **Module 5: Transforming Communities**

Inequities and injustices exist beyond the company or organization. Communities are founded, identified, and served based on race. Our employees, customers, and internal or external stakeholders exist in our workforce but live, learn, and exist in communities that provide resources and opportunities or in communities that maintain oppressive structures lack equitable access to healthcare, education, employment, recreation, food, or services. The concluding session provides information on how business, organization, and community leaders can support initiatives that helps all communities thrive.