

Anti-Racism in the Workplace Training for Managers



TRUE CHANGE
ALLIANCE

At TCA, we believe that race is a social construct that has real, considerable consequences on organizations and individuals. TCA will support your company in unpacking these consequences and operationalizing them to benefit your organization.

Desired Outcomes:

- ◆ Understand the construction of race in America
- ◆ Define and articulate race, racism and anti-racism
- ◆ Name and combat racism in the workplace
- ◆ Manage a team with equity & inclusion in mind
- ◆ Lead teams through times of crisis

Anti-Racism Part I (90 minutes):



Introduction to Unconscious Bias

- ◆ The Brain & Behavior
- ◆ The SEEDS Model



Emotional Intelligence

- ◆ Building Social Skills
- ◆ The Smile Challenge

Anti-Racism Part II (90 minutes):



Understanding Racism

- ◆ The Construction of Race
- ◆ The Cycle of Socialization
- ◆ Re-socializing Ourselves



Taking Action

- ◆ Recognizing Racism
- ◆ Stopping Racism

Anti-Racism Part III (90 minutes):



Anti-Racism in the Workplace

- ◆ Myth Busters and Derailment Tactics
- ◆ TCA's Two-Pronged Approach



Workplace Application

- ◆ Action Planning
- ◆ Team Management
- ◆ Sample Agendas and Communication Tools

Notes:

- ◆ TCA requests no more than 50 people per session
 - TCA is able to offer multiple sessions for your company
- ◆ Intellectual Property will be retained by TCA*
- ◆ Trainings may not be recorded

**TCA is able to build custom sessions. These sessions permit recording and will be left with your company for future use. Please reach out to discuss your needs.*