

## RSJI Training for SHA Employees

The following training has been developed to support SHA employees in working proactively to advance race and social justice equity:

### ✓ **RSJI Foundation Training for New SHA Employees**

All new SHA employees complete the 4.5 hour Race and Social Justice Foundation training as part of their onboarding process at SHA. The RSJI Foundation training, facilitated by members of SHA’s RSJI Committee, focuses on:

- The mission of SHA’s Race and Social Justice Initiative;
- The difference between individual, institutional and systemic racism;
- The difference between explicit and implicit bias;
- Reflection on individuals’ early experiences with race;
- The past and current impact of racist policies in U.S. housing and citizenship on our community; and
- The role of all SHA employees and departments in working proactively for race and social justice equity.

HR staff automatically register all new SHA employees for this training at onboarding.

### ✓ **RSJI Lunch & Learns**

Watch SHA-U and emails to #AllStaff for announcements about upcoming Lunch & Learns sponsored by the RSJI Committee at CO and other SHA locations. If you have suggestions for RSJI Lunch & Learn topics or if you would like to help plan and host an RSJI Lunch & Learn, please contact RSJI Manager Tera Oglesby at [tera.oglesby@seattlehousing.org](mailto:tera.oglesby@seattlehousing.org).

### ✓ **2018-19 RSJI Leadership Training Series**

The following courses have been developed to support the anti-racist leadership development of key leaders throughout SHA who, by nature of their job title, skills, strengths, life experience and/or relationships, play an influential role in the operations of their department. To register for any of the courses below, contact RSJI Manager Tera Oglesby at [tera.oglesby@seattlehousing.org](mailto:tera.oglesby@seattlehousing.org) with the specific session (date) you would like to attend. The following courses can be taken in any order.

Course Title	Objectives	Date(s) available
<b>Confronting Racist and Other Oppressive and Offensive Talk and Behavior in the Workplace – F.A.C.E. Consulting Collaborative</b>	As a result of this 4 hour course, participants will: <ul style="list-style-type: none"> <li>• Increase their understanding of what is (and the impact of) offensive, oppressive talk and behavior in the workplace.</li> <li>• Build skills in giving and receiving feedback in the moment when racist and other oppressive statements are made.</li> <li>• Build skills in confronting common push-back when addressing racist and other microaggressions.</li> <li>• Identify helpful attitudes to hold and promote in the workplace.</li> </ul>	One or more sessions of this course may be offered in 2019 if there is demand. To request this course, please contact Tera Oglesby at <a href="mailto:tera.oglesby@seattlehousing.org">tera.oglesby@seattlehousing.org</a>
<b>Undoing Internalized Racial Oppression:</b>	As a result of this 6 hour course, participants will: <ul style="list-style-type: none"> <li>• Identify dominant white culture norms which are often overvalued in the workplace.</li> </ul>	If you would like to be invited to the March 2019 session of this training - or if you have suggestions for others to invite -

<p><b>Superiority and Inferiority –</b> Regent Brown and Fleur Larson, Fostering Real Opportunities</p>	<ul style="list-style-type: none"> <li>• Understand how racism is internalized by people of color and by white people – impacting our relationships, communication, approach to conflict and decision making.</li> <li>• Gain tools and resources to address internalized oppression personally and collectively.</li> </ul> <p><b>Participants should have some familiarity with the concept of internalized oppression before taking this course.</b> Before taking this course, participants are also strongly encouraged to go through the Undoing Racism training from the People’s Institute for Survival and Beyond. This workshop will include caucusing as People of Color and White people.</p>	<p>please contact Tera Oglesby at 206-615-3331 or <a href="mailto:teraoglesby@seattlehousing.org">teraoglesby@seattlehousing.org</a></p>
<p><b>Operationalizing RSJI at SHA: Moving from Commitment to Action –</b> Kevin Baker, Baker Consulting</p>	<p>As a result of this 7 hour course which takes place over (2) sessions one month apart with a homework assignment in between, teams of SHA employees will:</p> <ul style="list-style-type: none"> <li>• Reflect on why it is urgent to work proactively for racial and other social justice equity in their department at SHA.</li> <li>• Identify each of the systems of oppression that perpetuate poverty in our community.</li> <li>• Reflect on why it is important to center race in SHA’s social justice equity work.</li> <li>• Understand the foundational and critical role of liberated relationships (between you and the community that you serve; and between you and others in your work team) as the foundation to their department’s work for race and social justice equity.</li> <li>• Reflect on and gain tools for strengthening relationships with others.</li> <li>• Identify how dominant White cultural norms impact our work at SHA.</li> <li>• Hear concrete examples of what it can look like to advance race and social justice equity in SHA.</li> <li>• Identify areas where implicit bias could play out in their department’s work.</li> <li>• Identify the different areas in your department’s operations that could be reviewed for race and social justice equity.</li> <li>• Engage their full department/division in setting priorities for advancing race and social justice equity over the next year.</li> <li>• Create a concrete plan to ensure progress on those goals.</li> </ul>	<p>There is space for 25 to 35 employees in each session of this course. Department directors and senior leadership should attend along with employees from all levels in their department. To register your team to attend, contact Tera Oglesby.</p> <p>The pilot session of this training will be provided to SHA’s Policy and Development teams on 2/21 and 3/28.</p>

## Additional RSJ Training Opportunities for SHA Employees

- ✓ **Strengthening Communities through Trauma-Informed Care** – Register in SHA-U for any of the courses in this 2018-19 series coordinated by SHA’s Policy Department:
  - 9/27/18: Trauma Informed Care 101: Brain science and research behind trauma, and the effects of untreated trauma

- 10/18/18: Trauma Informed Practices and Strategies - Part 1: Tools and strategies to navigate situations in which past trauma may be triggered, as well as tips for self-care
  - 1/24/19: Trauma Informed Practices and Strategies – Part 2: Reflections and debrief on using tips and strategies from 10/18 training, and planning for trauma-informed spaces
  - 3/21/19: Trauma Informed Systems: Policies, collaborations, and roles to ensure our communities support all who have experienced trauma and to prevent additional trauma
- ✓ **Free Professional Development Trainings from Seattle Public Schools** – All SHA employees are welcome to attend any of the free trainings provided to Seattle Public Schools Education Partners. For the list of current topics offered from SPS (including workshops about advancing race and social justice equity), go to: <http://www.seattleschools.org/cms/one.aspx?pageId=1709268>.
- ✓ **Anti-Harassment Training for SHA Employees** – In 2018-19, SHA will be providing new mandatory training about anti-harassment in the workplace to all SHA employees.
- ✓ **People’s Institute for Survival and Beyond Undoing Racism Training** – All members of SHA’s RSJI Committee complete the two day Undoing Racism training from the People’s Institute for Survival and Beyond, to: Deepen their understanding of how the concept of race was created to maintain an unjust economic system in the U.S.; Deepen their understanding of the role of institutions in keeping people poor; Reflect on what it means to be accountable to the community, as an institution serving people who are experiencing poverty; Deepen their understanding of the different, interconnected forms of racism (interpersonal, internalized, institutional, cultural and systemic); and Reflect on the areas in which they are a gatekeeper in upholding or undoing racism in their day to day work. By the end of 2018, all SHA directors and administrators will also complete this training. Additional SHA employees are encouraged to attend this training if department funds are available to cover the cost (\$350/person). Regional UR trainings are provided about once every two months in Seattle. To register, go to [www.pinwseattle.org](http://www.pinwseattle.org) and then let RSJI Manager Tera Oglesby know the dates you will be going.