**Arizona Leadership Organizations | Racial Justice Curriculum Collective**

**April 2021**

**Our Racial Justice Statement**: Our Racial Justice curriculum enhances our current leadership program instruction to illuminate and identify disparities for the purpose of increasing the awareness in the individuals holding civic, political and workforce related leadership roles. We are actively working to provide a curriculum and instruction that supports individual development that counteracts deeply rooted systemic biases that disproportionately impact Black, Latino, Asian, Native and Indigenous community in Arizona.

**FAQs**

**What is Racial Equity?**

Racial Equity is a condition where one’s race identity has influence on how one fares in society, but the distribution of resources and opportunities no longer predicted by race, racial bias or racial ideology.

**What is Racial Justice?**

Racial Justice is defined as confronting our history of racial injustice to repair its painful legacy.

**What are the field standards for getting started?**

As the Racial Justice curriculum is a collective of Arizona Leadership program partners. We have embraced the Equity in the Center (EIC)’s five standards for implementing this work. The standards are 1). Establish a shared vocabulary AND meaning; 2). Identify race equity champions at the board and senior leadership levels; 3). Name race equity as a strategic imperative for organization; 4). Open a continuous dialogue about race equity work; and 5). Disaggregate data- identification is not analysis and analysis is not action. *Source: Equity in the Culture (EIC), Awoke to Woke to Work: Building A Race Equity Culture, 2018*

**What is the Racial Justice curriculum?**

The Arizona Leadership program collective desired to impact our current and alumni leadership through our programs providing one standard, consistent curriculum that work to address racial justice issues. The desired outcomes of the curriculum to have common language for talking and utilizing race, equity and inclusion practices, shared analysis and concepts for examining and working toward racial justice. Tools for identifying how to apply a race equity lens to your leadership at work, home or community.

**What are the components of the Racial Justice Curriculum?**

The Arizona Leadership program collective’s racial justice curriculum is based off Race Forward’s *Building Racial Equity: Foundations* training. Race Forward is home to the Government Alliance on Race and Equity (GARE), national network of local government working to achieve racial equity and advance opportunities for all. Race Forward catalyzes movement building for racial justice. In partnership with communities, organizations, and sectors. Building strategies to advance racial justice in our policies, institutions and culture. A number of local municipalities in Arizona are utilizing this curriculum for equity training. We have identified five main tools as learning objectives for our curriculum. Learning objectives consider of starting with a solidarity practice - Land Acknowledgment, then Key concepts of racial justice, levels of racism, understanding system analysis, how implicit bias operates institutionally and individually and choice points activity, as decision making opportunities to advance racial equity.

**What does it take to be racial justice champion?**

We need racial justice champion to successful implement the curriculum. Ways for you to be a racial justice champion, first declare you are a champion; second have courage to speak up and speak out; next, know yourself (your history in relationship to others); have self-awareness of your own biases; please practice discipline, rigor, patience, humility and grace. Begin to work to repair harm and finally, do your own work…google it, read books or view documentaries (do not depend on others, esp., Black, indigenous, people of color).

**What is the Arizona Racial Justice collective leadership team working to achieve?**

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 **When and how will this roll out?**

The Racial Justice curriculum has a working timeline to begin in different iterations within each of the fourteen participating leadership programs in Fall 2021. We have curriculum specialist working to develop a pilot unique to Arizona’s needs. We will perform a pilot of the training curriculum in late May or early June with key stakeholders and the Racial Justice leadership team.

**Who is involved?**

Currently the Arizona Leadership program collective has 14 organizations involved. The organizations are Arizona Center for Civic Leadership, ASU Lodestar Center for Philanthropy and Nonprofit Innovation America Express Leadership Academy, Arizona Center for Rural Leadership, Collective Creative Leadership- Mesa Arts Center, Greater Tucson Leadership, Gilbert Leadership, Leadership West, Public Allies Arizona, Scottsdale Leadership, ASU Leadership Institute, State of Black Arizona, Tempe Leadership, Valley Leadership and Vitalyst Health Foundation.

**What are the working assumptions?**

* Structural racism exists
* Structural racism is rooted into dominant culture
* Systems are designed to create and perpetuate the results they produce
* Learning about and addressing structural racism is uncomfortable and requires self-awareness, self-reflection and unlearning biases, behaviors and beliefs.
* Socially equitable communities distribute resources, opportunities, and burdens are not determined or predictable by race
* Socially just communities require structural transformation and build power of those who are disproportionately marginalized and are most impacted by structural racism.

*Source: Equity in the Culture (EIC), Awoke to Woke to Work: Building A Race Equity Culture, 2018*