

# Anti-Racism Capacity Building Series

Proposal Prepared for Network for Dismantling Anti-Racism

July 10, 2020

Session	Title	Learning Outcomes	Time	Proposed Date
1	What Does it Mean to be Anti-Racist?	<ul style="list-style-type: none"> <li>Explore the difference between apathetic, non-racist and anti-racist</li> </ul>	12:00pm-1:30pm	August 14, 2020 (Webinar)
2	Engaging Colleagues and Students in Anti-Racist Learning Moments	<ul style="list-style-type: none"> <li>Examine why and how individuals can do the work of anti-racism</li> <li>Practice Dr. David Camp's RACE method to productively engage colleagues in productive conversations about inequity</li> </ul>	12:00pm-1:30pm	August 21, 2020 (Webinar)
3	Identify and Combat Institutional and Structural Racism	<ul style="list-style-type: none"> <li>Examine historical roots of racial injustice</li> <li>Define institutional and structural racism</li> <li>Practice strategies to identify and combat systemic racism in an organization</li> </ul>	12:00pm-1:30pm	August 28, 2020 (Webinar)
4	Anti-Racism and Anti-Oppression	<ul style="list-style-type: none"> <li>Examine the links between anti-racism and anti-oppression</li> <li>Practice using an intersectionality lens to deconstruct an oppressive situation.</li> </ul>	12:00pm-1:30pm	September 4, 2020 (Webinar)

## About Dr. Warren Chalklen

### Overview

Dr. Warren Chalklen offers tailored diversity, equity and inclusion consulting, facilitation and training to build more effective, impactful and equitable organizations. Our approach increases employee engagement, cultivates belonging, and synthesizes theory and best-practices to deepen diversity, equity and inclusion across all areas of the organization.

### Our Approach

1. **Listen:** We identify diversity insights from personal stories and existing organizational data.
2. **Learn:** We engage leaders in transforming diversity insights into equity and inclusion opportunities.
3. **Lead:** We draw on the experience, expertise, and vision of each leader to lead across lines of difference.

### Our Value

1. **We partner with leaders to build high-impact diversity, equity, and inclusion councils from the ground up.**
  - a. We convene in-person and virtual diversity, equity and inclusion councils comprising leaders and executives from across the country and around the world.
  - b. For newly formed councils, we partner with leaders to develop a charter and define roles and responsibilities to ensure optimal council functioning, ownership and sustainability.
  - c. For example:
    - i. For a large company with over 45,000 employees spanning four countries, we built an interdepartmental task team to tackle racial bias based on a system-wide diversity, equity and inclusion listening tour which surveyed 2,569 staff, conducted focus groups with 58 employees and interviewed 28 executive leaders.
    - ii. For a nonprofit organization in Cape Town, South Africa, we implemented a performance management system across programmatic, fundraising and operational areas resulting in higher efficiencies, greater performance and improved organizational climate by 15% compared to the previous year.

2. **We empower leaders to listen, learn, and lead across lines of difference.**
  - a. We equip leaders to understand their diversity and inclusion landscape by strategically leveraging survey and personal story data.
  - b. We engage leaders in high-impact learning experiences to equip them with practical leadership skills to engage productively in diverse teams.
  - c. We build each leader's capacity to meet strategic diversity goals, lead across lines of difference, and cultivate a culture of inclusion.
  - d. For example:
    - i. We recently hosted an online training with over 100 leaders and executives equipping them with the skills to have brave conversations about sensitive diversity related topics within their teams.
  
3. **We collaborate to define, measure, and drive accountability through data.**
  - a. We have equipped over [13,700 students](#) from around the world with the skills to build a data-driven balanced scorecard from scratch and use it to define, measure, and drive success.
  - b. Using a Diversity Index (DI), a measure of inclusion, we regularly provide insight into opportunities for leaders to deepen a culture of inclusion.
  - c. For example:
    - i. We used the DI to identify and provide targeted training to over 220 leaders needing support in areas such as respect and inclusion. We tracked these leaders over time and realized an average of 4%-5% increases in overall team engagement as a result of the trainings.
    - ii. For a medium sized nonprofit organization, we conducted a quantitative and qualitative program evaluation resulting in the development of a Balanced Scorecard. The scorecard tool raised productivity between 1.5%-3% per annum.
  
4. **We deliver in-person and virtual high-impact learning experiences.**
  - a. Dr. Warren Chalklen has taught over 133,000 students from around the world in [31 online courses](#) which include diversity and inclusion, data-driven management, and problem solving strategies.
  - b. Our [expansive portfolio](#) of scholarship, online and in-person diversity and inclusion learning materials spans over 60 hours of content. Please see an example [here](#).
  - c. Most recently, Dr. Chalklen delivered a four week anti-racism webinar series to an average of 475 participants each week.
  - d. Feedback from participants:
    - i. "These sessions were incredibly informative. I feel like I learned some strategies about how to become involved in the work of anti-racism. Dr. Warren, your demeanor and delivery is excellent!" – C. Collins
    - ii. "I found your talk extremely educational. It pushed me to think deeply about race and other issues. It taught me new ways to talk about it. I'm very grateful to have joined your webinar." – A. Tran