Ramsey County Human Services
Anti-Racism
Training Continuum
(updated December 2016)

This Anti-Racism Training Continuum was created by the Ramsey County Human Services Anti-Racism Training Action Team to meet the needs of our departments and is updated on a regular basis. Leaders, work groups and individuals are encouraged to begin their Anti-Racism work by choosing several “Other Phase I resources” before moving to Phase II and III resources. For more information on these resources and/or for consultation on the best resource for your work group, please contact Carol Fogarty, 651-266-4068.

Phase I: Introductory Pieces (required for all staff)

New Employee Orientation – Department Director introduces department’s Anti-Racism initiative

Leaders distribute and discuss “Why” document with staff, including new staff as they are hired.

Beginning in 2005, all employees attend Dismantling Racism training (4 hours)

Beginning in 2006 and beyond – All New Employees first attend Understanding Differences Workshop (2 ½ hours) and then Dismantling Racism training

2013 and beyond all formal leaders are required to attend Advanced Dismantling Racism 2.5 Day Training (formerly called MCARI). This training is also required for new ARLT (Anti-Racism Leadership Team) members as well as Authentic Dialogue Facilitators

Other Phase I resources:

Understanding Differences Workshop

Race: The Power of Illusion Videos:
  Video I: The Difference Between Us
  Video II: The Story We Tell
  Video III: The House We Live In

St. Paul Foundation Race video – “New Conversation About Race and Racism”

“Providing Culturally-Appropriate Health Care in MN”. 3 DVDs each highlighting a different community – 1) Hispanic/Latino – 60 minutes in length, 2) Hmong – 50 minutes in length, and 3) Somali - 45 minutes in length.

“Knowing Who You Are” video on developing racial and ethnic identity

Cross-Cultural Communication – Brenda Ellingboe – Century College (offered through County Diversity Office)

Jane Elliot Brown Eyes/Blue Eyes Experiment – video and discussion
Understanding and Appreciation of Various Communities We Serve (different community offered every quarter through County Diversity Office)

9800 Anti-Racism Resource library (videos are located in the 9800 library cabinet and are available for preview). Other videos are available by contacting Carol Fogarty – 651-266-4068.

Check out this you tube video about how to dialogue with somehow about racist behavior - http://www.youtube.com/watch?v=b0Ti-gkJiXc

Visit the Anti-Racism Resource library on SharePoint and check out materials to read/view: http://chsworks/arlt/Training/SitePages/Home.aspx

Phase II: In Depth Opportunities

Participate in an Authentic Dialogue – Offered on an ongoing basis for all staff or by request.

Advanced Dismantling Racism Training 2.5 Day Workshop – In depth presentation & discussion on the framework we use for our Anti-Racism work – i.e. Racism definition, 3 levels of Power, White Privilege, IRS (internalized racial superiority) and IRO (internalized racial oppression).

Understanding IRS/IRO: A Cognitive Behavioral Approach – For information on this material, contact Carol Fogarty.

“Cracking the Codes: The System of Racial Inequity”- This film reveals a self-perpetuating system of inequity in which internal factors play out in external structures: institutions, policy and law. Designed for dialogue and learning, this film works to disentangle internal beliefs within, as it builds skills to recognize and address the external drivers of inequity.

“Slavery By Another Name” – DVD, 90 minute documentary that challenges one of Americans’ most cherished assumptions: that slavery in this country ended with the Emancipation Proclamation. The film documents how for more than 80 years, thousands of African Americans, often guilty of no crime at all, were arrested, compelled to work without pay, repeatedly bought and sold, and coerced to do the bidding of white masters. Tolerated by both the North and South, forced labor lasted well into the 20th century.

“Kind Hearted Woman” - An unforgettable portrait of Robin Charboneau, a 32 year old divorced single mother and Oglala Sioux woman who lives on North Dakota’s Spirit Lake Reservation. Her quest to heal her family, build a career and fulfill her goal of returning to her reservation to help prevent the abuse of women and children, takes her on an intimate and inspiring journey full heartbreak, discovery and redemption. Note: This PBS documentary contains material that may not be appropriate for all viewers. Length is 5 hrs on 2 DVDS.

“Dakota 38”- Documentary film that retraces, on horseback, the 330-mile journey to the site of the hanging in Mankato, Minnesota. These hangings took place at the end of the
1862 US-Dakota War. 38 American Indians were hung by American soldiers. This journey on horseback was done as a way to bringing healing to all.

“We Shall Remain: American Through Native Eyes” This 3 part documentary film spans almost 400 years and tell the story of pivotal moments in U.S. history from the Native American perspective, upending 2 dimensional stereotypes of American Indians as simply ferocious warriors or peaceable lovers of the land. The 1st DVD is 90 minutes in length, the 2nd is 180 minutes and the 3rd is 180 minutes. Each one can be divided up into smaller, shorter segments.

“Unnatural Causes” – DVD – This powerful film portrays the social impact of inequities in our institutions and systems. It shows the relationship between these inequities and poor health outcomes for communities of color. 1 hour long video with 6 shorter 30 minute segments.

“America at A Crossroads” – Stand Up: Muslim American Comics Come of Age – DVD

“Straightlaced - How Gender’s Got Us All Tied Up” DVD - is a feature length documentary that takes a powerful and intimate look at how popular pressures around gender and sexuality are shaping the lives of American teens today.

“Freedom Riders” DVD – 120 minutes. Documentary on the courageous, integrated band of civil-right activists who, in 1961, took a bus together to the Deep South. Their actions brought the president and the American public face to face with the challenge of correcting civil-rights inequities that plagued the nation.

“Brother Outsider – The Life of Bayard Rustin” – DVD – Definitive film biography of one of the most controversial figures of the Civil Rights Movements. He was a first “freedom riders, advisor to Dr. Martin Luther King and organizer of the 1963 March on Washington. He was denied his place in the limelight for one reason – he was gay.

“Stonewall Uprising” – DVD - This documentary film revisits a time when homosexual acts were illegal throughout American and homosexuality itself was seen as a form of mental illness. When police raided Stonewall – a gay bar - on June 28, 1969 gay men and women did something they had not done before: they fought back. This film explores this dramatic event, known as the “Stonewall Uprising”, that launched the world-wide GLBTQ rights movement. As the streets of New York erupted into violent protests and street demonstrations, the collective anger announced that the gay rights movement had arrived. 90 minutes in length.

Overcoming Racism Conference, Metropolitan State University – Held every year in the fall.

Forum on Workplace Inclusion – Held every year in March.

IDI – Intercultural Development Inventory (measures individual and group’s Cultural Competence or Cultural Sensitivity)

IDI Training Activities – Follow-up activities after taking the IDI.
ICI – Intercultural Conflict Inventory (measures individual preferred cultural conflict style and provides information on four intercultural conflict styles)

“New Conversations about White Privilege” – St. Paul Foundation – Contact Carol Fogarty for more information

**White Privilege Dialogue (DVD)** – Dr. Shakti Butler – Racial justice leaders share their white identity development. There is a workshop designed using this video.

Privilege Walk – experiential activity on the power privilege plays in our society

Strength/Assets Walk – experiential activity on the strengths/assets that come from the experiences of people of color

Read “White Like Me” by Tim Wise or “The Heart of Whiteness: Confronting Race, Racism and White Privilege” by Robert Jensen and discuss with others

**Rabbit Proof Fence** – DVD This 94 minute DVD tells a powerful, true story of hope and survival. At a time when it was the Australian government policy to train aboriginal children as domestic workers and integrate them into white society, young Molly Craig decides to lead her little sister and cousin in a daring escape from their internment camp. They would later be known as part of Australia’s “Stolen Generations”. Their story is a beautiful testament to the undying strength of the human spirit! Discussion questions are available to use with this DVD. The questions explore how this story relates to our Anti-Racism work, especially in reference to what the US government has done to the native, indigenous people of North America.

STAR Power simulation – Interactive activity on the role of power and privilege in our society

“Crash” Movie

“Color of Fear” and “Last Chance for Eden” Video & Facilitated Discussion

**Race and Employment in MN DVD** – WCCO News

**DVD “Close the Gap”** – 1 hour presentation on Twin Cities disparities and solutions

**Phase III: Taking Action: Leading the Way**


Join the Anti-Racism Leadership Team or an action team

Become an Authentic Dialogue Facilitator – Contact Carol Fogarty or Becky Montgomery for more information

Previewing materials in the Anti-Racism/Diversity library (on SharePoint [http://chsworks/arlt/Training/SitePages/Home.aspx](http://chsworks/arlt/Training/SitePages/Home.aspx) & at County Human Resources ) and presenting information to others.
Lead Discussion Groups

Read book or article and present information to staff and facilitate discussion – See Carol Fogarty for resources available to check out
Visit other community agencies/businesses of color, attend community cultural activities and reflect with others on the experiences