

Select List of Anti-Racism/Dismantling Racism Training Programs

Compiled by the Episcopal Church's Racial Reconciliation and Justice Team and the Executive Council Committee on Anti-racism and Reconciliation. Learn more about ECCAR, the Framework for Anti-Racism Training and other formation opportunities:

episcopalchurch.org/racial-reconciliation/formation-and-training-organizations

Organization	Absalom Jones Episcopal Center for Racial Healing	Anti-Racism Commission of the New Jersey Diocese	Kaleidoscope Institute
Website	www.centerforracialhealing.org	https://dioceseofnj.org/antiracism	https://www.kscopeinstitute.org
Uniqueness of Training	It is Eucharist Centered.	Collaborative; spiritual; intellectual; innovative; historically-based; evolving; analytical	Beloved Community, gracious, brave, contextual, activities, didactic
Training Outcomes	Mobilizing them to assist in mobilizing their parishes	Institutional analysis; systemic and societal examination; historical examination of racism in the USA.	Participants join in truth-telling, practicing Jesus' Way of Love, repairing the breach
Audience	Individuals, Teams, Laity, Clergy, Congregation, Diocese, Province, Committee, Institution, Youth	Individuals, Teams, Laity, Clergy, Congregation, Diocese, Province, Committee, Institution, Youth	Individuals, Teams, Laity, Clergy, Congregation, Diocese, Province, Committee, Institution, Youth, Other (custom-designed for experience and needs of the participants using the comprehensive Beloved Community framework)
Online Components	More than half - We do not do online training as a rule but are adapting for COVID-19. We can do the full training day except Eucharist.	All - 20 hours of virtual Anti-Racism Training streamed to your computer, tablet or mobile phone.	1/4 in-person and 3/4 online. Redesigning for all online, without Holy Eucharist and some physical activities. Expect 4-6 webinars ranging from 1.5-2.5 hours each over a period of 3-6 weeks, with readings and homework.
Training Timeframe	5 - 8 hours	Other: 20 hours over the course of 4 weeks.	4-6 webinars ranging from 1.5 hours to 2.5 hours each over a period of 3 -6 weeks
Training Language(s)	English	Spanish language/culture training is in creation/design process.	English and Spanish
Materials Language(s)	English	English and Spanish	English and some Spanish-language and trainers who can deliver the training. Working on contextually and linguistically sensitive programs.
Participants per training	Small groups of 25 or less	Moodle platform allows 100, but trainers prefer no more than 70.	Between 12 and 50
Follow-up Support	We work with participants who do actually wish to take more steps following the training session. At some point when we have more staff, we intend to follow-up with folks after 3 months to see if the training day continues contribute to the participant's way of being in the world.	Zoom interactive conversations. The Zoom face-to face weekly sessions entertain small group questions and large group discussions reviewing course material, lectures, readings, videos. Personal responses, observations are encouraged.	We provide coaching on request to participants and dioceses, especially for community transformation work and systemic change. Use IDI (Intercultural Developmental Inventory) and Implicit Association test. Additional training for mastery/trainer accreditation.
Additional Information	We have worked with sixty or more dioceses in assisting them in getting their training re-imagined and in finding the path that best suits them. We have developed a six-week youth dismantling racism curriculum and are working in getting it translated into Spanish.	Historical approach to systemic racism and confronting racism, inequality, and injustice. Topics: "What is Race?", "Systemic Racism and White Privilege," "Internalized Racism," "The Role of the Church," "Settler Colonialism," "Racism in Immigration and Naturalization Legislation," and "The Prison Industrial Complex."	We ground our training with scriptural reflection, theological exploration and liturgical framing throughout the program.

Organization	Mission Institute	Office of Black Ministries (Episco – Internalized Oppression Training	VISIONS, Inc.
Website	http://themissioninstitute.org	https://episcopalchurch.org/OBM/internalized-oppression	https://www.visions-inc.org
Uniqueness of Training	Equipping facilitators / pedagogy of transformation / cultural change / joy-filled / Spirit centered	Healing from Internalized Oppression designed for POC	Tailored to the organization; personal, interpersonal, organization, cultural levels; emotional competence; interactive
Training Outcomes	Practicing a way of life through rhythms of liberation	Building awareness - POC participation racism in their blackness	Knowledge, skills, advocacy, collaboration, intersectional competence, confidence to intervene in complex settings; retention of POC hires.
Audience	Individuals, Teams, Laity, Clergy, Congregation, Diocese, Committee, Institution	Individuals, Teams, Laity, Clergy, Congregation, Diocese, Province, Committee	Individuals, Teams, Laity, Clergy, Congregation, Diocese, Province, Committee, strong youth program
Online Components	Shifting flagship program to online model. Fully reimagining the program to align with values of embodiment, participatory, and transformative. Online cohort support for practitioners and online facilitation labs.	More than half: Module 1 - The Internalization of shame Module 2 - Effects of Internalized Oppression Module 3 - The Bible and Oppression Module 4 - Oppression Based on Sexuality & Sexual Orientation & Stereo Types Module 5 - Introduction to Healing Circles	All - Generally Zoom unless client has other access and preferences
Training Timeframe	Online: 1.5 hours over 3 sessions for one unit, offering 4 units total. All online programming is 1.5 hours over days, weeks, months.	5 - 8 hours	Over course of hours or days. During pandemic, work on video platforms best limited to 2 hours or 1/2 day
Training Language(s)	English	English	English, Spanish and German
Materials Language(s)	English	English	English and Spanish
Participants per training	20-30 is maximum (18 is ideal for online training). Minimum 5.	20 minimum / 80 maximum	7 minimum / 30 maximum. Also 100 or more in conference settings.
Follow-up Support	Ongoing online monthly support through cohort groups, for individuals and facilitators. Working on theological/liturgical resources.	ICF Trained Coaches	Long relationships (some clients for two decades). Train the trainer. Design follow-up with clients. Some clients become VISIONS consultants.
Additional Information	Deeply committed to long term systemic transformation of the church and affiliated organizations.		Founded by two African-American women in 1984. 50 consultant/trainers across the US, Germany, and South Africa, age 20s to 70s. Led by 2 consultants of different backgrounds. Builds cognitive, emotional, behavioral competence. Training in local contexts and in regional intensives.

Organization	Province VII Anti-Racism Network (Seeing the Face of God in Each Other)	Crossroads Antiracism Organizing and Training	Intercultural Development Inventory	People's Institute – Undoing Racism
Website	http://www.province7.org/multi-cultural-relations-and-racial-reconciliation-network.html	http://crossroadsantiracism.org	https://www.idiinventory.com	https://www.pisab.org
Uniqueness of Training	Collegial, lively, diverse, interactive, deeply researched and resourced	Recognizing that racism goes beyond personal prejudice, Crossroads offers a distinctive Power Analysis of how racism functions in institutions, and offers tools to create antiracist transformation.	The premier cross-cultural assessment of intercultural competence. Used by thousands to build intercultural competence to achieve international and domestic diversity and inclusion goals and outcomes.	Focuses on understanding what racism is, where it comes from, how it functions, why it persists and how it can be undone.
Training Outcomes	Become anti-racists, ready to train, transmit to others, become leaders, keep learning			
Audience	Individuals, Laity, Clergy			
Online Components	More than half			
Training Timeframe	5 - 8 hours			
Training Language(s)	English			
Materials Language(s)	English			
Participants per training	10 minimum – 50 maximum			
Follow-up Support	Bibliography, trainer contact info			
Additional Information				Workshops focus on systemic approach that emphasizes learning from history, developing leadership, maintaining accountability, creating networks, undoing internalized racial oppression, and understanding the role of organizational gate keeping as a mechanism for perpetuating racism

Note: The Episcopal Church's **Sacred Ground** film-based dialogue series on race and faith is a popular formation resource. While it is not a facilitated anti-racism training, it is a powerful way to launch or deepen the journey, especially for white people. Here are some highlights (more at <https://episcopalchurch.org/sacred-ground> and <https://episcopalchurch.org/sacred-ground/invitation>).

- Built around powerful documentary films and readings
- Brings participants' attention to key chapters in U.S. history, and recent thinking on racial healing, racial equity, and whiteness
- Focuses on Indigenous, Black, Latino, and Asian American histories as they intersect with European American histories
- Emphasizes personal story-sharing and deepening relationships
- Invites exploration of how people of color have been harmed by racism, and how white people have been hurt in other ways
- Encourages dialogue groups with socioeconomic and political diversity, including outside the sponsoring Episcopal congregation
- Examines how race intersects with family history, class status, regional identity and political identity
- Framed as a spiritual journey, grounded in the Christian faith