



# Oakland Unified School District

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## Legislation Details (With Text)

<b>File #:</b>	20-2071	<b>Version:</b>	1	<b>Name:</b>	Anti-Racism Training: Understanding and Addressing the Roots of Cultural, Institutional, Structural, Systemic, Personal, Interpersonal Racism and Implicit Bias
<b>Type:</b>	Discussion Item	<b>Status:</b>			Closed
<b>File created:</b>	10/15/2020	<b>In control:</b>			Board of Education
<b>On agenda:</b>	10/17/2020	<b>Final action:</b>			10/17/2020
<b>Enactment date:</b>		<b>Enactment #:</b>			

**Title:** The Board of Education, Senior District and other staff will engage in anti-racism training, more specifically Understanding and Addressing the Roots of Cultural, Institutional, Structural, Systemic, Personal, Interpersonal Racism and Implicit Bias (Knowledge and Skills Building Intensive), a multi-hour capacity building and intensive group training and program focused on creating and deepening personal awareness, disrupting bias, increasing and deepening awareness of institutional - structural - and systemic inequity through the lens' of race, gender, sex, and other intersections; and applying information to address disparate treatment of persons and organizational outcomes. It includes an analysis of American history, sociology, and human behavior, and an interpersonal exploration of the impacts of living in a structurally racist and sexist society. It is an essential starting point for anyone grappling with the complexities of race, gender, class, and other structurally defined categories that seem to divide us, and how they continue to reproduce inequitable, unjust, and unequal outcomes.

**Sponsors:**

**Indexes:**

**Code sections:**

**Attachments:** 1. 20-2071 Presentation - Anti-Racism Training: Understanding and Addressing the Roots of Cultural, Institutional, Structural, Systemic, Personal, Interpersonal Racism and Implicit Bias, 2. 20-2071 Anti-Racism Training: Understanding and Addressing the Roots of Cultural, Institutional, Structural, Systemic, Personal, Interpersonal Racism and Implicit Bias

**Contact:**

Date	Ver.	Action By	Action	Result
10/17/2020	1	Board of Education	Discussed	

The Board of Education, Senior District and other staff will engage in anti-racism training, more specifically **Understanding and Addressing the Roots of Cultural, Institutional, Structural, Systemic, Personal, Interpersonal Racism and Implicit Bias (Knowledge and Skills Building Intensive)**, a multi-hour capacity building and intensive group training and program focused on creating and deepening personal awareness, disrupting bias, increasing and deepening awareness of institutional - structural - and systemic inequity through the lens' of race, gender, sex, and other intersections; and applying information to address disparate treatment of persons and organizational outcomes. It includes an analysis of American history, sociology, and human behavior, and an interpersonal exploration of the impacts of living in a structurally racist and sexist society. It is an essential starting point for anyone grappling with the complexities of race, gender, class, and other structurally defined categories that seem to divide us, and how they continue to reproduce inequitable, unjust, and unequal outcomes.