



# Oakland Unified School District

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## Legislation Text

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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.