

MLA Liberty Chapter: Racial Equity Training Series

Session #1 – Health Equity

To understand why health disparities exist today, we need to acknowledge and examine the history and systems in place that have created and perpetuated cumulative, persistent, race-based inequities. To achieve health equity we must be willing to recognize these disparities, address the systems and structures that create and exacerbate them, and work with affected communities to source strategies and solutions. Participants will also have an opportunity to build skills and a common language to address inequities in their communities and organizations.

Session #2 – Unpacking Our Biases

The training will equip participants with the knowledge and skills to be able to recognize their own biases, what their biases are rooted in, and how they can overcome them. And then on a larger scale, we will discuss how unpacking our biases can promote a culture of health equity. When we begin to disrupt the systems that have continued to perpetuate health inequities across systems, we are able to promote healthier more just strategies in our work.

Session #3– White Supremacy Culture and Organizations

Central to American culture is white supremacy culture, the practices that support, prop up and center whiteness, and posit it as culturally, morally above all others. White supremacy culture, not to be confused with militant white nationalism, is often indistinguishable from organizational culture. In this training we will examine the practices and framing that perpetuate white supremacy culture, the impact of this exclusion of other ways of being, and the strategies leaders, and others, can use to create more inclusive organizations. The training will also focus on the personal practices and biases that adhere people, of all races, to the framing of white supremacy culture.



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