

# YWCA RACIAL EQUITY FOUNDATIONS PILOT 1.1

## Post-Workshop Handout

Please complete the following prior to Week 2’s workshop. Please be prepared to share some of your insights and wonderings during Week 2’s workshop.

### HOMEWORK:

1. **READ:** [Why Social Constructs are Created](#) by Carol Bainbridge
2. **READ:** [What We Mean When We Say ‘Race Is a Social Construct’](#) by Ta-Nehisi Coates
3. **WATCH:** [Braver Conversations: Racial Equity in the Workplace | Channdika Thayver | TEDxDelthorneWomen](#)
4. **JOURNAL:** Please journal using the following prompts after you have read the two articles and watched the TED Talk video.
  - a. What are specific challenges your organization may face when having conversations regarding race equity?
  - b. How can you strategize learning and engaging with racial equity within your organization?
  - c. What can you do to actively prepare yourself to embark on the journey of systematic and institutional change within your organization?
  - d. How will a focus on race equity impact your organization’s view on it’s policies and practices?
  - e. Can you find any other resources for anti-oppression education that might assist you on your organization’s race equity journey?

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