



SHRIVER
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Sargent Shriver National Center on Poverty Law

Building a National Racial Justice Advocacy Capacity: The Racial Justice Training Institute

Innocent Until Proven Poor

February 19 – 20, 2016

Presented by:

Aneel Chablani, Advocates for Basic Legal Equality

Ellen Hemley, Sargent Shriver National Center on Poverty Law

Kimberly Merchant, MS Center for Justice

**RACIAL
JUSTICE** 
TRAINING INSTITUTE

Overview

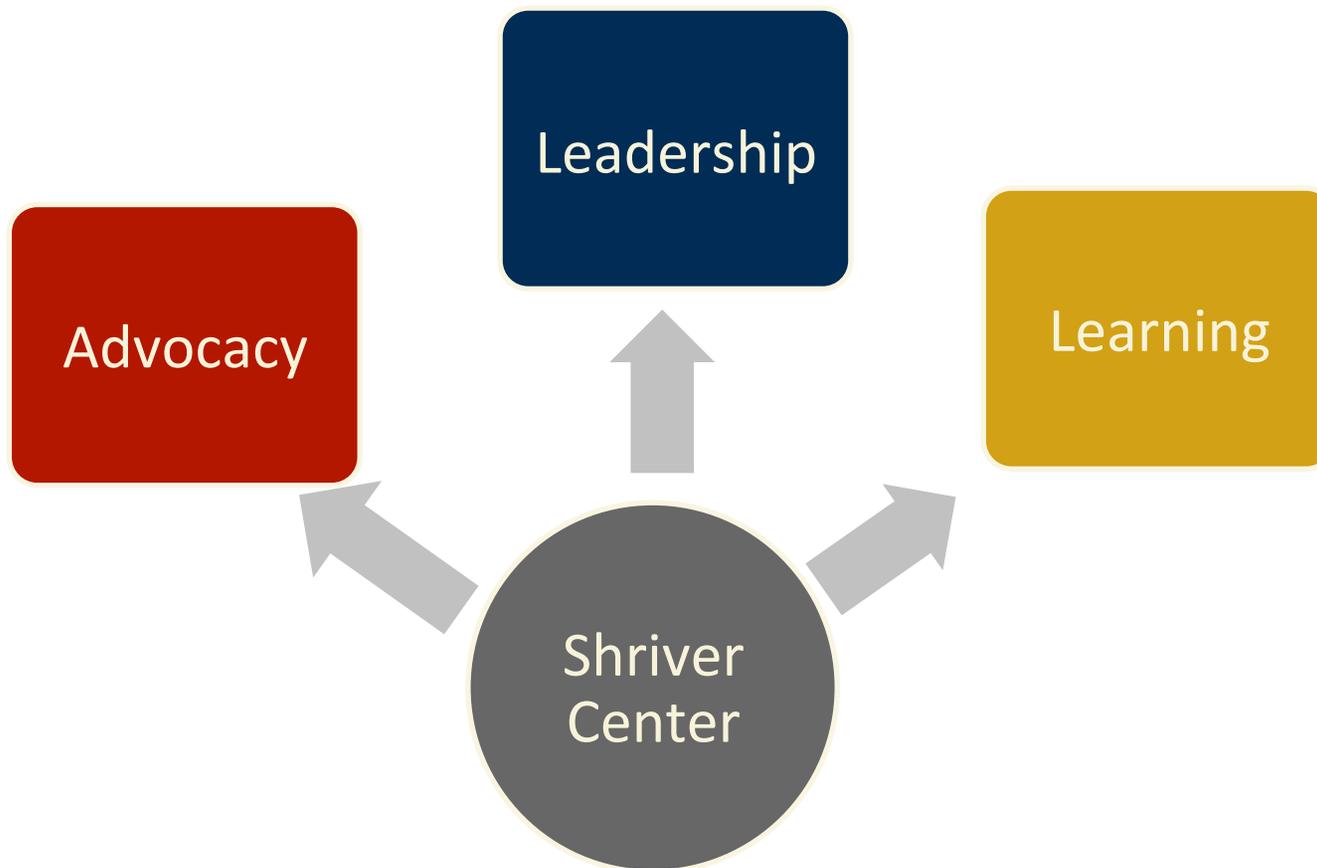


Agenda:

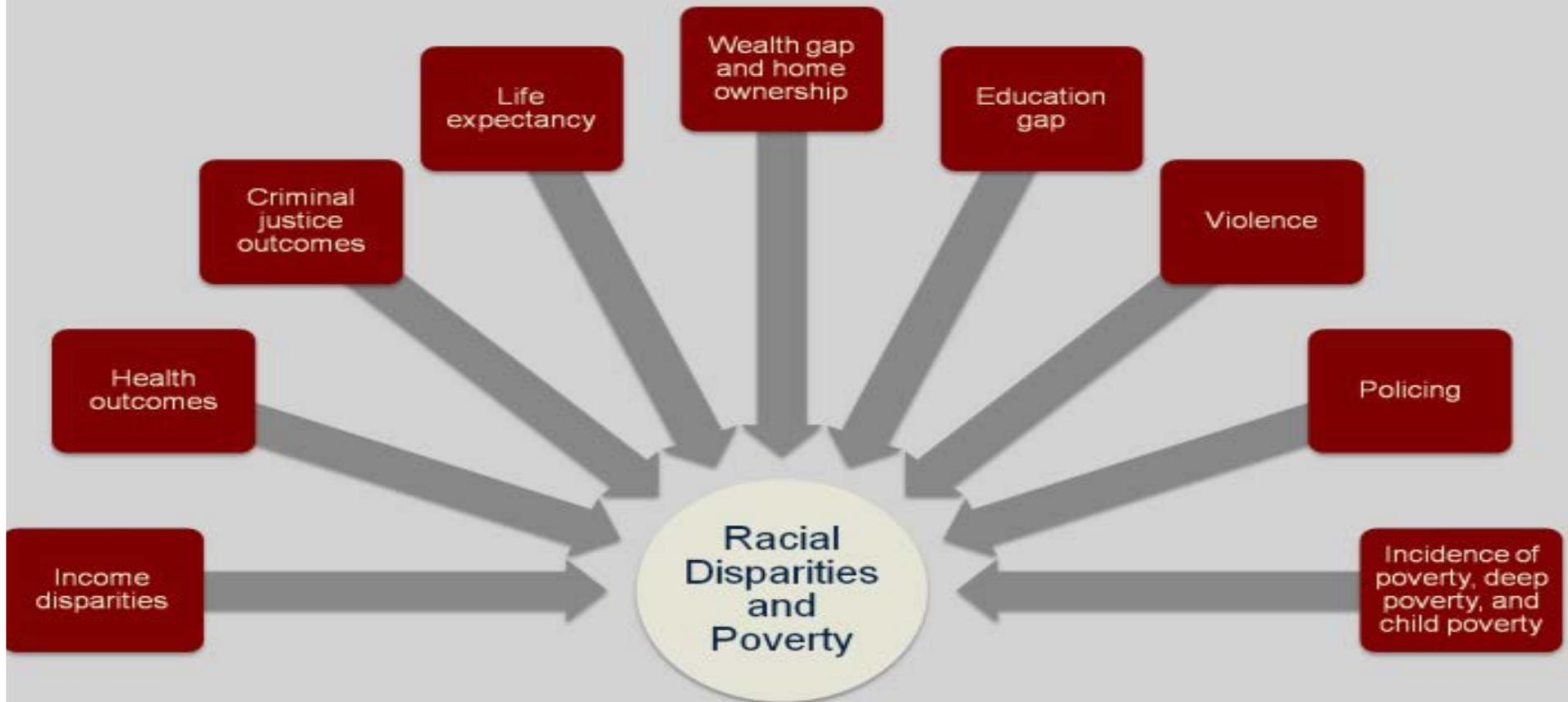
- What we mean by racial justice; role of RJTI in promoting
- RJTI Overview
- Stories from the field – RJTI impact within communities of color and public interest law organizations.
- Beyond the Institute – Continuing learning and joint advocacy through expanding RJTI national network
- Implications for public interest law community

About the Shriver Center

The Shriver Center provides national leadership in advancing laws and policies that secure justice and improve the lives and opportunities of people living in poverty.



Where we are now



Where we want to go

Racial Justice: the systemic fair treatment of all people that results in equitable opportunities and outcomes for everyone.

Racial Justice Training Institute Goals

Advocate capacity

**Organizational
alignment & support**

**Explicit race- conscious
affirmative advocacy –
community lawyering
approach**

**National Resource
Center**

**Cadre of advocates as
faculty & mentors**

**State, Regional &
National Networks**



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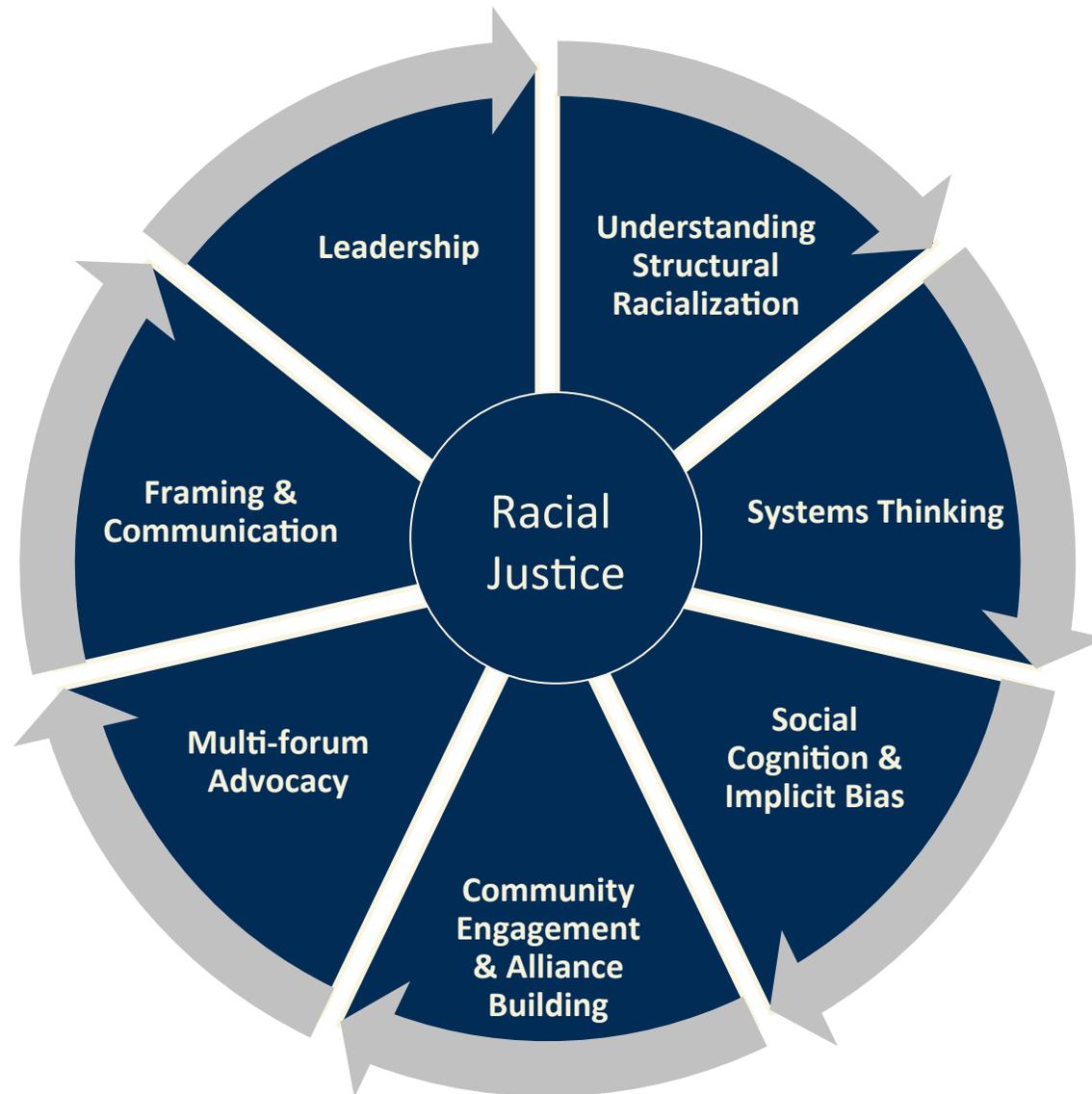
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Racial Justice Advocacy Core Practices



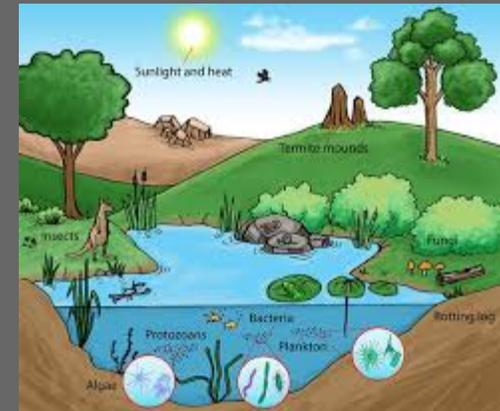
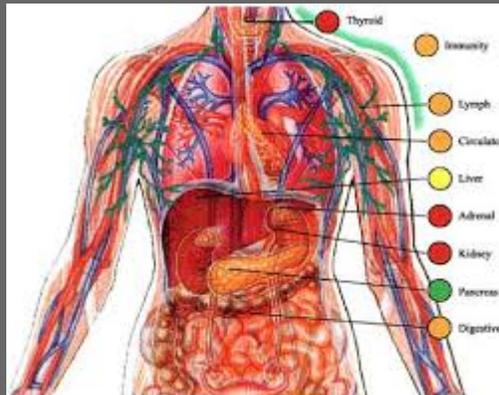
4 Levels of Racism

Individual level	Internal 	Interpersonal racism 
Systemic level	Institutional racism 	Structural racism 

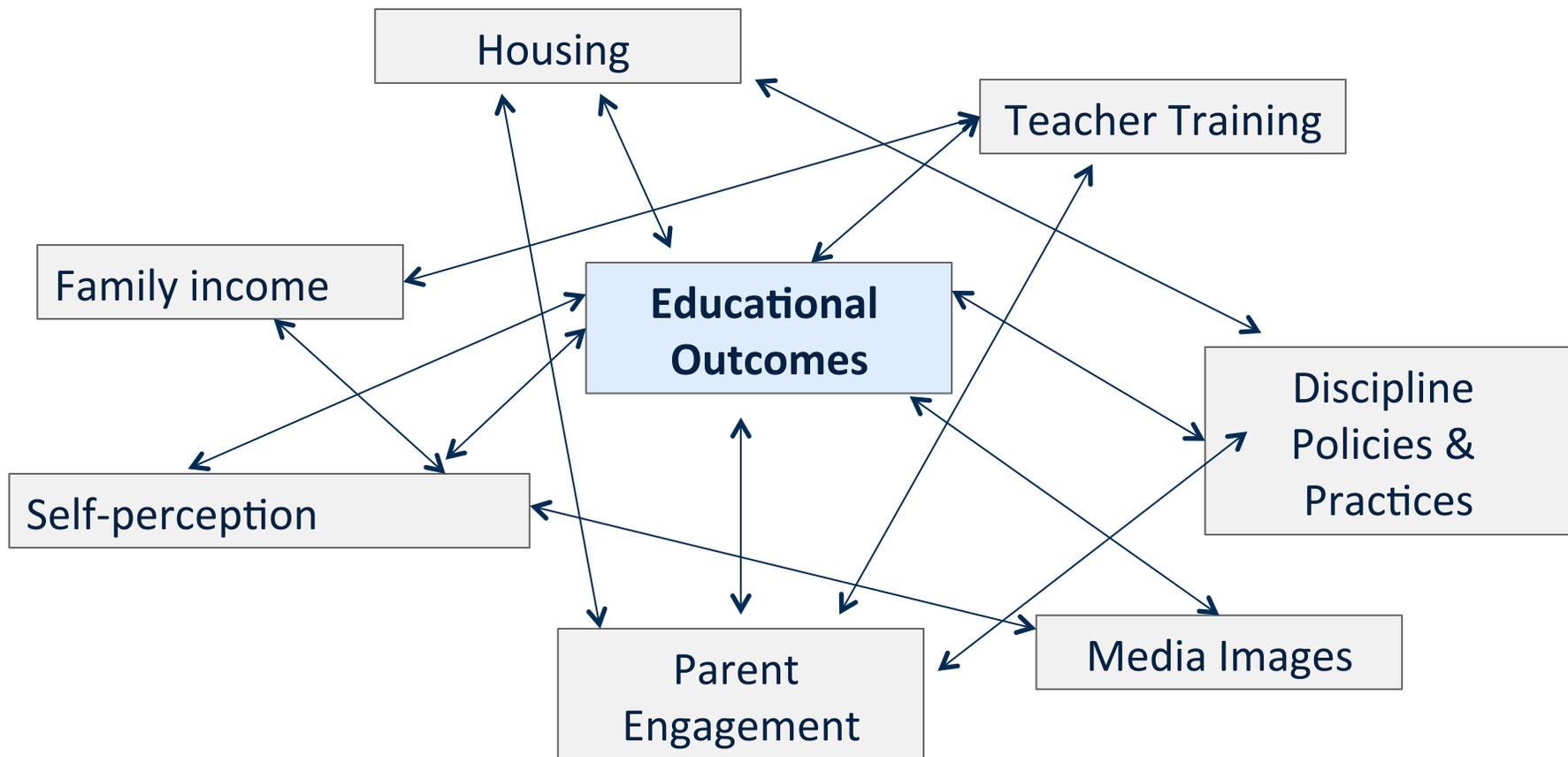




Example Systems



Understanding systems



Emphasis on Community Lawyering Approach

- Social change can only be lasting when led and directed by people most effected.
- Through a community lawyering approach, skilled racial justice advocates contribute their legal knowledge and skills to support initiatives, identified by communities of color, that enhance their power.

Transformational Change

Self

Organizational

Local
Community

Equal Justice
Cmty

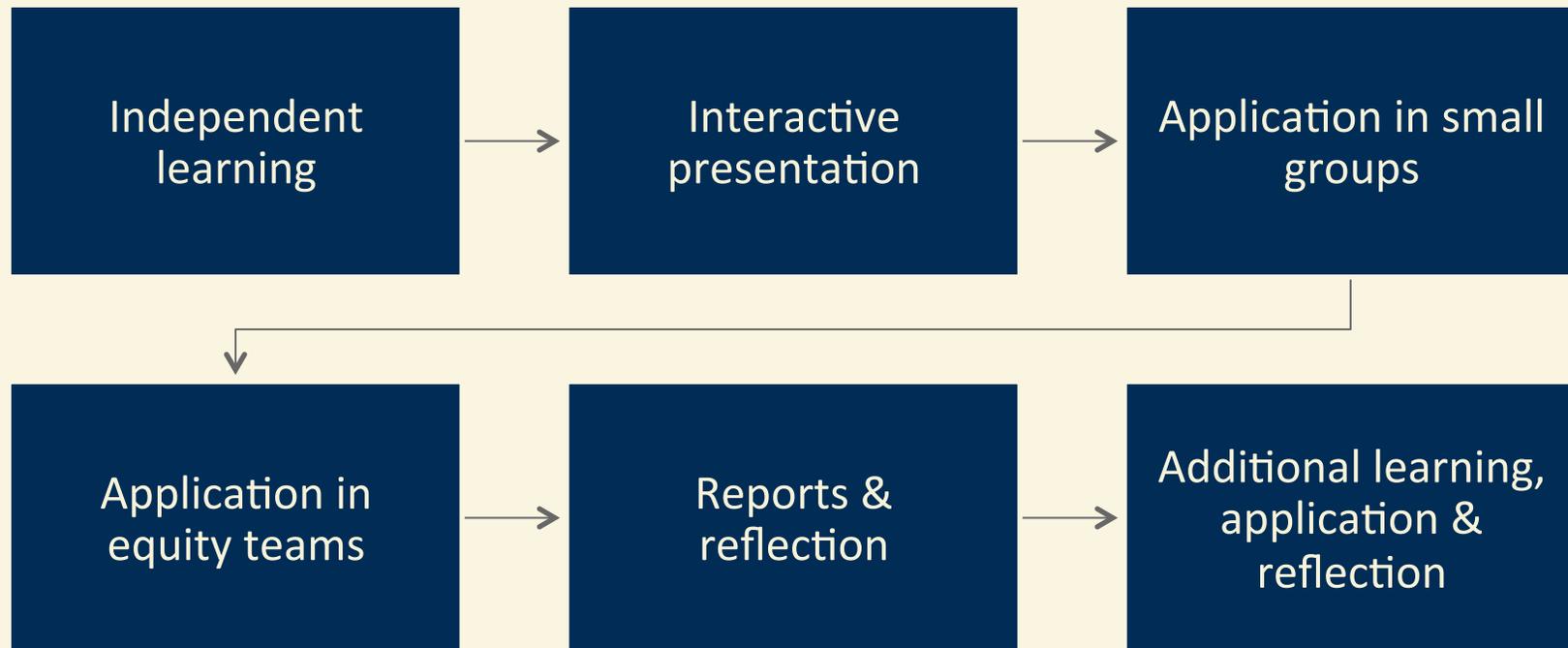
Societal
Change



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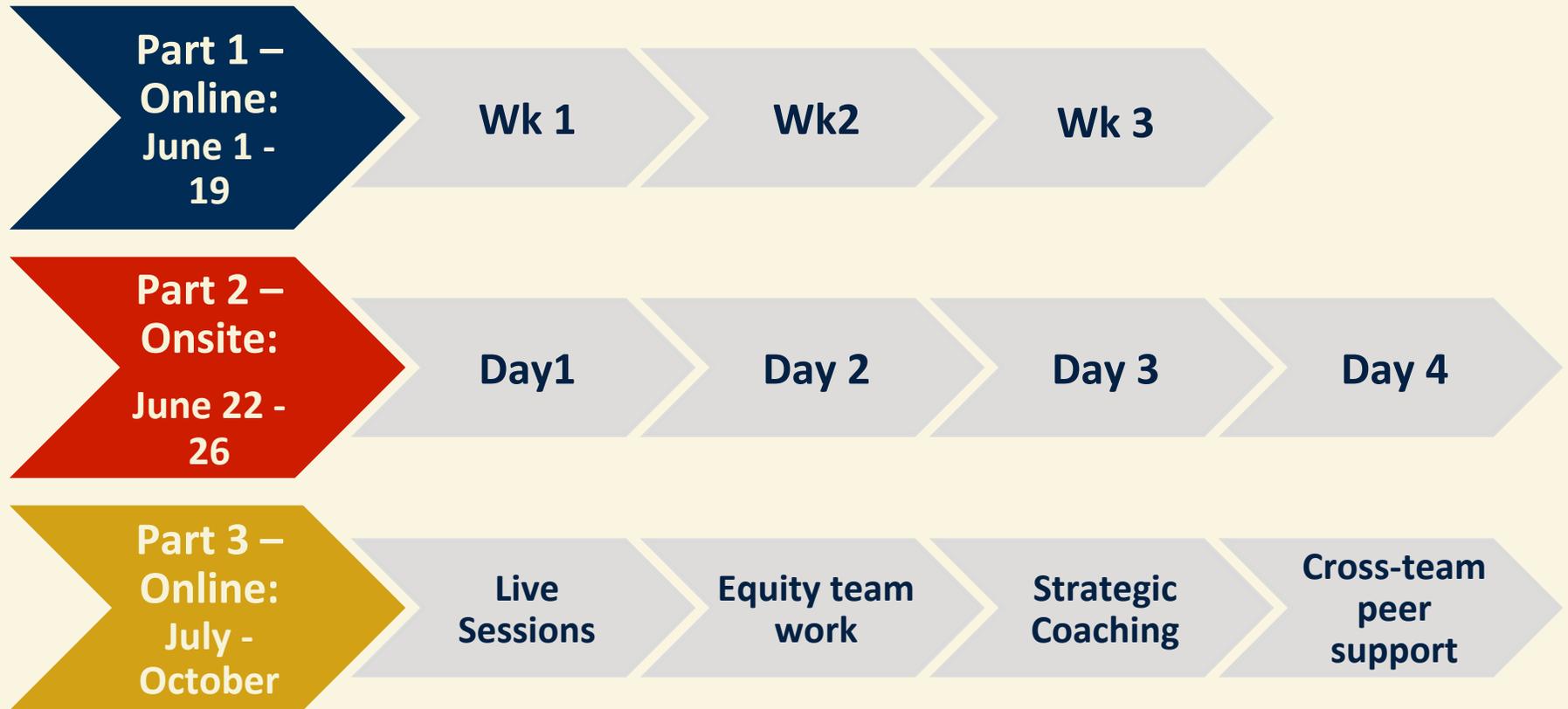
Action Learning: Theory & Method



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Institute Structure



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Part 1 - Online

Independent Learning Module

Through the Independent Learning Module, cohort members will:

- Review materials on social cognition and implicit bias
- Take at least two Implicit Association Tests (IATs)
- Review materials on systems thinking
- Share insights and experiences through the discussion forum

Equity Team Module

Through the Independent Equity Team Module, cohort members will:

- Review equity team planning template
- Identify current strengths/challenges of your organization in relation to race equity
- Respond to questions related to race equity issues to be addressed through the Institute

Live Sessions Module: June 4th

The live sessions on June 4 include:

- Webinar 4: Systems Thinking Concepts & Tools
- Small groups: Application of systems thinking tools
- Webinar 5: Community Lawyering - Principles & Practices
- Small groups: Community Lawyering experiences



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Part 2 – Onsite

June 23-26, 2014

[Download Agenda w/ Full Details](#) 

Tuesday		Wednesday		Thursday		Friday	
9:00-9:55	Welcome, Introduction & Context	9:00-9:20	Welcome, Reflections & Day 2 Overview	9:00-9:15	Reflections on Day 2; Overview of Day 3	8:45-9:15	Reflections & Evaluation of Day 3; Overview of Day 4
9:55-11:55	Introductions	9:20-9:30	Framing Racial Justice Advocacy Practice	9:15-10:30	Selecting & Developing Issue Campaigns	9:15-10:30	Organizational Change
11:45-12:45	LUNCH	9:30-10:45	Racially Equitable Policy Advocacy	10:30-10:45	Break	10:30-10:45	Break
12:45-3:15	Cracking the Codes	10:45-11:00	Break	10:45-12:00	Selecting & Developing Issue Campaigns	10:45-12:00	Equity Teamwork
3:15-4:00	Walk & Talk	11:00-12:15	New Directions in Civil Rights Litigation & Advocacy	12:00-1:00	LUNCH	12:00-12:45	LUNCH
4:00-5:30	Social Cognition & Implicit Bias	12:15-1:15	LUNCH	1:00-5:00	Framing & Communication	12:45-1:45	Sharing Team Plans
5:30-7:30	Reception	1:15-3:00	Work-shopping Cases/Campaigns	5:00-5:15	Day 3 Wrap-up	1:45-3:00	Training Evaluation & Review of Next Steps

Part 3 – Online

Activity	July 1 - 15	July 16 - 30	Aug 1 – 15	Aug 16 - 31	Sept 1 - 15	Sept 16 - 30	Oct 1 - 15	Oct 16 - 31
Live Sessions	Session 1: July 8 – Mapping 1; <i>Aneel Chablani & David Norris;</i> Part 3 Overview	Session 2: July 29 – Mapping 2; <i>Gillian Sonnad, John Tan, Bill Kennedy</i>	Session 3: August 12 Racially Equitable Policy Advocacy – Racial Impact Assessments & Re-entry; <i>Gail Stone, Todd Belcore</i>	Session 4: August 26 Leadership & Organizational Change – Education Equity	Session 5: Sept 9 Debiasing	Session 6: Sept 21 Strategic Framing – Opportunity Agenda	Webinar 7: October 7	Webinar 8: October 28 <i>Equity Team Presentations</i>
Independent Equity Team Work	• Equity Team Mtg	• Equity team mtg	• Equity team mtg	• Equity team mtg	• Equity team mtg	• Equity team mtg	• Equity team mtg	• Equity team mtg
Strategic Coaching - by team	• Meet with assigned equity team coach		• Meet with assigned equity team coach		• Meet with assigned equity team coach		• Meet with assigned equity team coach	
Team Reports			August 15		September 15		October 15	

[INFO](#)[ONLINE 1](#)[ONSITE](#)[ONLINE 2](#)[CALENDAR](#)[TEAM PROJECTS](#)[RESOURCES](#)[DISCUSSION](#)[HELP](#)[FC](#)

RACIAL JUSTICE TRAINING INSTITUTE 2015



[See more photos from Chicago.](#)

INFO FOR AUGUST 12 SESSION- RACIALLY EQUITABLE ADVOCACY APPROACHES

Presenters: Gail Stone & Todd Belcore

[View Recording](#)

[Gail's Slides](#)

[Todd's Checklist](#)



Racial Equity Teams



Part 1 Online

- Weekly team mtgs & assignments

Part 2 Onsite

- Opportunities to share insights and questions about potential equity team projects with other cohort members
- Equity team mtgs on Days 3 & 4

Part 3 Online

- bi-monthly team mtgs
- monthly mtgs with coaches
- monthly reports



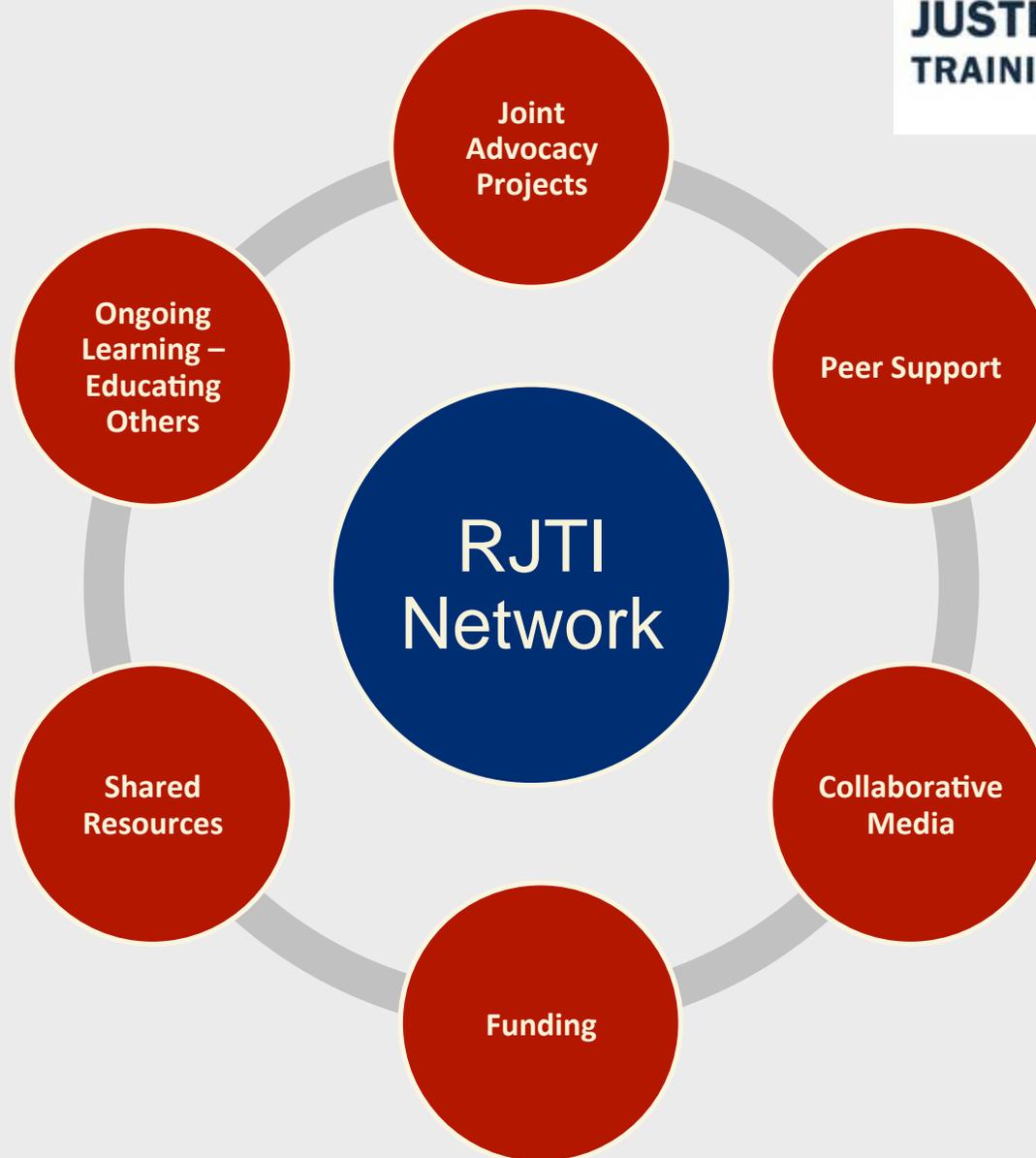
CALL TO ACTION

Advancing Racial and Economic Justice

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FOR JUSTICE

2014 RJTI cohort team:
Kimberly Merchant
Beth Orlansky
Stephen Teague







Racial justice advocacy workshop trains housing advocates



On Dec. 11, a group of Racial Justice Training Institute alums presented during the [Housing Justice Network \(HJN\)](#) conference in

Oakland, California. The two-day conference is convened by the National Housing Law Project to support "a dedicated community of professionals who serve on the front lines of the fight to advance

ICARE plans for February 2016 launch



This October the Illinois joint equity team comprised of 2014 and 2015 RJTI alums gathered to discuss a February 2016 launch of Illinois Community of Advocates for Race Equity (ICARE). The

Daryl Atkinson first-ever DOJ Second Chance Fellow



Congratulations to Daryl Atkinson (2014 RJTI alum) who was recently announced the first-ever U.S. Department of Justice (DOJ) Second Chance Fellow by Attorney General Loretta Lynch. Daryl attended the Institute as a Southern Coalition for Social Justice (SCSJ) Senior Attorney,

working on drug policy and criminal justice reform issues in North Carolina.

From the [DOJ announcement](#): "Daryl will work with us, as a colleague to the Reentry Council, as an advisor to the BJA [Bureau of Justice Assistance] Second Chance programs, and as a conduit to engage the broader justice-involved population so that DOJ and the Administration are hearing from all stakeholders as we move forward

ALSC supports tribal child protection efforts

2014 RJTI alums Syd Tarzwell and Holly Handler co-chair the Alaska Legal Services Corporation's (ALSC) statewide Native law advocacy team. Every month, the team (virtually) brings together staff from different parts of the state who work on Native law issues. The team plans new and ongoing initiatives, such as adopting a RJTI-inspired race equity and emerging community lawyering focus.



ALSC's mission is to provide high quality civil legal services to low income and disadvantaged people and communities to protect their safety, health and promote family