



Racial Equity Training

The Office of Racial Equity (ORE) encourages all DC government agencies to conduct a racial equity training to further staff's knowledge of key racial equity concepts, identify useful tools and to begin centering race and racial disparities in the development of policies and practices. ORE is currently hosting racial equity trainings throughout 2022, which are designed to better equip District employees to identify and address issues of racial equity. The training focuses on the meaning of diversity, benefits of a diverse workforce, and barriers that prevent a racially inclusive workforce environment. The goal of the training is to increase staff's foundational knowledge of varying types of racism and the mechanisms that have perpetuated racism, deepen discussions on dismantling race inequities, and build capacity in using racial equity tools that are essential to advancing race equity across departmental policies, programs, and practices.

Please visit the [DCHR PeopleSoft website](#) to sign up for the trainings offered by ORE:

- **Advancing Racial Equity: The Role of Government** (*MSS staff only, 3-hour*)
 - **An Introduction to Racial Equity Impact Assessments (REIA)** (*All staff levels, 20 minutes*)
- Note: a foundation in racial equity concepts is preferred before taking the REIA course*

If you are interested in hosting a racial equity training within your agency:

The District is a member of the Metropolitan Washington Council of Governments (COG). The COG has provided three rideable contracts for racial equity training and education programs. Please contact the vendors below for the specific training details.

The contract numbers and awardees are:

- Contract 21-099 Daniel Penn Associates
- Contract 21-100 HealthBest Services, Inc
- Contract 21-101 Veritas Culture LLC

The specification and contracts can be downloaded for review at the following link: [RFQ 21-003 - Racial Equity Training & Education - Contracts](#). Also included in the folder is the current rider clause approval form, as called for in the contracts. If you have additional questions about the COG contracts, please do not hesitate to reach out to Monica Beyrouti Nunez or our contracts department at purchasing@mwkog.org.

Agency-sponsored racial equity trainings should include a focus on the following topics:

- Historical role of government, laws, policies, and practices in creating and maintaining racial inequities
- Definitions of racial equity and inequity
- The difference between explicit and implicit biases, and discussion on individual, institutional, and structural racism
- How to apply a racial equity lens and use racial equity tools

There are numerous racial equity trainings provided by organizations such as Race Forward and the Racial Equity Institute. Along with the 2.5-hour DCHR training on implicit bias (**Unpacking Bias ESS, 0123W**), the ORE also recommends the following two equity related trainings: [Implicit Bias Module Series](#) from Ohio State University and the [Implicit Association Test](#) by Project Implicit (*note these trainings focus on implicit bias*).

Please contact ORE (racialequity@dc.gov) if you have questions or need assistance.



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