



RACIAL JUSTICE CERTIFICATION

racialjusticeinstitute.org

Certified Racial Justice Leader

Racial justice leaders have one thing in common – persistence. The pursuit of racial justice requires dedicated leaders that understand the complexities of racial justice including equity, diversity, justice, and inclusion. The 2.5 day certification program engages participants in opportunities to learn, reflect, engage, understand, and advance racial justice.

Upon completion of the certification program, graduates will be equipped to lead racial justice initiatives and serve as strategic leaders of racial justice institutions. Racial justice institutions have the potential to significantly impact racial and social justice in our communities and society.

What is Racial Justice?

The term racial justice is often used interchangeably with diversity, equity, inclusion, and social justice. As a result, racial justice is pursued in multiple ways that often result in performative initiatives rather than strategies that address challenges and barriers for individuals within an organization or institution.

Research indicates that existing approaches often limit rather than advance racial justice; oftentimes, this results from a lack of understanding on how to strategically lead and advance racial justice. Understanding and leading racial justice requires examining the complex history of racial inequities and injustices. Additionally, it requires understanding the relationship of diversity, equity, equality, inclusion, exclusion, and social justice to racial justice. It also necessitates understanding the opportunities and challenges racial justice initiatives present for our workforce, communities, and society.

What is Racial Justice? (Continued)

Driving equitable outcomes benefits all employees, customers, stakeholders, and communities. Studies indicate that the US economy and our communities would greatly benefit from racial justice initiatives that seek to eliminate racial disparities in education, health, the law, and employment.

To gain these social and economic gains, leaders must understand how to strategically and purposefully advance racial justice to effectively address the diverse needs of its institution or organization and the communities they serve.

Racial Justice Certification Objectives

Upon completion of this 2.5-day program, participants will:

- Identify promising strategies for racial justice that best meet the needs of their company, community, organization, or institution.
- Address systemic, institutional, and societal racism that foster inequitable resources and barriers for historically minoritized and marginalized individuals and populations.
- Assist, guide, and lead, individuals within their companies, organizations, and communities in their personal and professional pursuit of racial justice.
- Develop and provide innovative resources, research, and promising practices for antiracism, racial equity, racial and social justice.
- Address justice and equity to promote an inclusive society where health, safety, economic security, civic engagement, and overall wellness are not predicated by race or racial ideologies.
- Promote and sustain the equitable provision of opportunities and resources for all.

Racial Justice Certification Modules

Module 1 Introduction to Racial Justice

Module 2 The Framing and Reframing of Racial Justice

Module 3 From Antiracism to Racial Justice

Module 4 The Business Case for Racial Justice

Module 5 The Racial Justice Logic Model

Module 6 Becoming a Racial Justice Institution

Module 7 Strategic and Sustainable Leadership

Module 8 Building the Racial Justice Plan

Contact

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