

Hello, Committee Members.

The purpose of the following chart is to identify training topics as well as poverty reduction topics. Please review and let me know if you have other subject matter than you would like to examine in one of our monthly meetings and whether there are other racial equity training topics that you would like covered. Finally, would love your recommendations for possible speakers. Thank you, in advance, for your assistance.

Committee Session	Training Topics	Poverty Reduction Topics	Topics that you would like to include	Speaker Recommendation
January	Implicit Bias	Incarceration and Re-entry		
February		Pre-K and K-12 Education		
March	??	Retreat		
March	Stereotype Threat	Higher Learning/Career Paths		
April	Internalized Racial Superiority/Internalized Racial Inferiority (caucusing)	Employment/Economic Stability		
May	Storytelling - exercise	Access to Opportunity		
June		Housing/Homelessness		
July		Health and Wellbeing		
August		TBD/Report Writing		
September		Report – Draft Review		

For April Meeting

Internalized Racial Oppression manifests itself in two forms:

- Internalized Racial Inferiority**

The acceptance of and acting out of an inferior definition of self, given by the oppressor, is rooted in the historical designation of one’s race. Over many generations, this process of disempowerment and disenfranchisement expresses itself in self-defeating behaviors.
- Internalized Racial Superiority**

The acceptance of and acting out of a superior definition is rooted in the historical designation of one’s race. Over many generations, this process of empowerment and access expresses itself as unearned privileges, access to institutional power and invisible advantages based upon race.