

# Leading with a Racial Equity Lens

## Transformative Training for Inclusive Leadership

This two-part training supports individuals and teams in building shared understanding, language, and capacity to advance racial equity in their organizations and systems. Grounded in historical context, systems thinking, and practical tools, the experience invites participants to reflect, learn, and act in ways that move toward equity, accountability, and justice.

Participants explore how racial inequities have been intentionally embedded into social systems and how those systems continue to produce predictable, inequitable outcomes. The training emphasizes that equity work is not about fixing broken systems, but about redesigning systems that are functioning as they were originally built. Through self-reflection, group dialogue, and interactive frameworks, participants are supported in identifying their role and agency in advancing change.

**For more information about trainings visit [athenaplace.com](https://athenaplace.com) or email [info@athenaplace.com](mailto:info@athenaplace.com)**



## Topics Covered

We prioritize topics that resonate with leaders, including:

- Reflecting on personal values, power, and discomfort in equity work
- Understanding systemic inequities across sectors, including policing, education, housing, and healthcare
- The Two Loops Model of systems change
- Differentiating between “non-racist” and “anti-racist” practices
- Racial Equity Process Mapping and other tools to shift from intention to action
- Exploring inflection points in policies and practices where equity can be embedded