



Change Teams Cohort 2021

*Equity and Advocacy Division
Urban League of Rochester*

Mission

We activate Rochester organizations and businesses in the fight against racism by meeting them where they are with accessible trainings and encouraging coaching so that their team members may thrive in a diverse, inclusive, and equitable community.

Change Teams Cohort

INTERRUPT RACISM uses a **12-month cohort model** to build bridges and share knowledge between our community's leaders. Each participating organization or business has a "**Change Team**," a working committee of up to 8 members, ideally from all levels of the organization. The Change Team receives training and support to help their organization more deeply engage with race and racial equity in their specific context. [Click here](#) to learn more about Change Teams.

Dates

Our first cohort begins August 2, 2021, and will run through August 2022. A second cohort will begin in February 2022.

Areas of Focus

Topics covered will include

- What is racial equity? Why does it matter?
- Intersectionality and discrimination.
- The Five Levels of Racism.
- Race equity and COVID-19.
- White supremacy and white privilege.
- Implicit and explicit bias.
- Build your equity team / talking about race.
- Understanding organizational culture
- Phases of race equity work.
- Recruiting / Retaining a diverse workforce.
- Developing accountability to / partnership with communities of color.
- Anti-racist analysis of programs, advocacy, and decision-making.

Meeting Schedule

The Change Teams Cohort will meet all together **twice a month virtually via Zoom**. Each meeting will be one (1) hour, consisting of approximately 20 minutes of new content facilitated by the **INTERRUPT RACISM** team, followed by 40 minutes of discussion.

Each meeting will also have an individual journal prompt and/or brief follow-up reading, along with a discussion question/topic to guide each Change Team in facilitating their own separate internal meeting in between cohort meetings.

Pricing

Pricing is **per organization** Change Team of up to 8 members to participate in 12 months of programming. Some scholarships may be available.

Upon acceptance into the program, a **\$500 deposit** will be required, with full payment prior to the cohort's start date.

- New applicants: **\$3,000 / year** per organization
- SRI / REJI alumni: **\$2,500 / year** per organization

[Enroll your organization today](http://interruptracism.com) at interruptracism.com.