



**LEADERSHIP**  
MONTGOMERY



**REAL**

Racial Equity  
Action Leadership

## LM REAL INCLUSION PROGRAM

LM's REAL (Racial Equity Action Leadership) Inclusion Program examines the systemic beliefs, practices, and policies that have perpetuated racial inequities and situates that analysis within the context of organizational leadership. This program is for organizational teams of 3-5 members that include staff from a range of levels (i.e. executive leadership, middle management & staff).

## TELL ME MORE ABOUT REAL INCLUSION!

This eight-month program is designed to provide organizations the awareness, skills and structures needed to identify and implement practices that lead to racially equitable outcomes. Through a structured and facilitated process, organizational teams develop an equity action plan that supports organizational change.

This program incorporates a unique and structured dialogue process that begins with understanding the historical roots of racism and ends with examining best practices for operationalizing equity within organizations.

REAL Inclusion was developed after the successful introduction of Racial Equity Workshops, led by the Racial Equity Institute. To continue this initiative, At the end of the program, graduates will receive a certificate of completion (*if all course requirements are met*).

### COURSE COMPONENTS INCLUDE:

- ▶ Nine monthly, interactive sessions
- ▶ Unique and structured dialogue
- ▶ Coaching to help your organization implement the strategic plan. (*Three coaching sessions will be scheduled after session 2, 3, and 5 by teams.*)
- ▶ Examination of best practices for operationalizing equity within organizations
- ▶ Geared toward organizational teams of 3-5 members that include staff from a range of levels
- ▶ Increased understanding of the historical roots of racism

### THANK YOU TO OUR PROGRAM FUNDERS

The Meyer Foundation · Healthcare Initiative Foundation · Montgomery County Government

Learn more at [leadershipmontgomerymd.org](http://leadershipmontgomerymd.org)

## WHO IS THE REAL INCLUSION PROGRAM FOR?

This program is for businesses and organizations within or across sectors that have identified racial equity as a strategic priority. This program is designed for organizational teams of 3-5 members that include staff from a range of levels (i.e. executive leadership, middle management & staff).

## WHAT DOES THE REAL INCLUSION PROGRAM COST?

The full tuition cost is \$2,900 *per person*. Tuition covers all costs including food, expert facilitators, strategic plan coaching and all course materials.

## WHEN DOES THE REAL INCLUSION PROGRAM TAKE PLACE?

The REAL Inclusion Program runs once a month over the course of eight months. Sessions are from 8:30 AM-5:00 PM.

## WHAT IS THE BENEFIT TO ME AND MY COMPANY?

**Upon completion of this course, a participant will be able to:**

- ▶ Build relationships and empathy across race, culture, and power divides
- ▶ Normalize conversations around race and how it impacts an organization's goals
- ▶ Develop a vision for equity & create strategic messages to articulate the organization's equity values and goals
- ▶ Use frameworks to identify and examine decisions, practices, and policies that are barriers to equitable outcomes
- ▶ Develop a racial equity action plan
- ▶ Identify methods to evaluate success

## CAN'T TAKE OUR FULL PROGRAM BUT WANT TO LEARN MORE ABOUT RACE, RACISM AND ETHNIC DISPARITIES?

[Register today](#) to participate in one of our other race equity trainings:

- ▶ **Let's Talk About Race**  
(half-day workshop)
- ▶ **Dismantling Workplace Inequity**  
(full-day workshop)
- ▶ **Racial Equity Workshop**  
(two-day workshop)
- ▶ **Navigating Change w/a Race Equity Lens**  
(six-hour training)

Leadership Montgomery | 6010 Executive Blvd., Suite 200 | Rockville, MD 20852

301.881.3333 | [leadershipmontgomerymd.org](http://leadershipmontgomerymd.org)



Interested companies can learn more at [leadershipmontgomerymd.org](http://leadershipmontgomerymd.org) or contact Dana Pauley, Vice President, Philanthropic Investments at 301.881.3333 or [dana.pauley@leadermont.org](mailto:dana.pauley@leadermont.org)