



*Harvest Consulting Professional Learning and Technical Assistance*

**Harvest Consulting uses an anti-racist/anti-Blackness racial equity lens as the foundation for all professional learning.**

**I. Anti-racist Leadership Development series: 16 total seat hours**

- 1) *Who am I as a leader? How do I lead?* Sessions define leadership, explain the difference between leading and managing, delve into racial and leadership identity and end with a framework designed for self-reflection. Executive Coaching is also offered after participation in training at an additional cost. **6 hours.**
- 2) *How do I lead teams?* Leaning on Brene Brown's Dare to Lead framework, this session features essential team building elements rooted in anti-racism. Executive Coaching is also offered after participation in training at an additional cost. **3 hours.**
- 3) *How do I manage conflict?* This session focuses on the difference between values violations and expectation management, elements of clear and effective communication, and setting and maintaining boundaries. **3 hours.**
- 4) *How do I use Social-Emotional Learning?* This 2-part session first explains SEL within workplace settings, provides an overview of the five SEL components, and allows time for participants to choose an area of focus on which to work. The second session allows participants to reflect on their implementation of SEL practices within their context. **4 hours over two sessions.**

**II. Anti-racism series: Eight 2-hour sessions**

- 1) **Definitions:** Overview of key racial equity terms, race as a social construct, overt and covert white supremacy, microaggressions, and racial bias. Focus is to create understanding and provide a foundation for additional learning.
- 2) **Policies:** Overview of the ways in which racism shows up in the United States, based upon numerous racist policies, including banking, housing, and education. Focus is to understand the difference between institutionalized racism and individual attacks.



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- 3) **Anti-Blackness:** Overview of the historical and current ways in which anti-Blackness is embedded into the United States' racist structure; includes introduction to Caste. Focus is to provide an understanding of anti-Blackness in comparison to whiteness. As such, other "isms" will **not** be the focus.
- 4) **Caste:** Overview of the US Caste system as detailed by Isabel Wilkerson. Includes a detailed understanding of the eight tenets of caste, the ways in which the US system helped fuel Nazi Germany, and the linkage to anti-Blackness in this country.
- 5) **Whiteness:** Overview of the normalization of whiteness as the foundation for every system in the United States; the beginning of the "white" race is included. Focus is to provide an understanding of the ways in which "white" became synonymous with "America."
- 6) **Purpose of US Schools:** Overview of the ways in which US schools were created and designed as tools for nationalism. Focus is to help educators and parents understand the ways in which schools must engage in re-design to move towards anti-racism.
- 7) **Critical Race Theory:** Overview of the origins of CRT, tenets, and purpose. Focus is to provide participants with a clear understanding to push against current propaganda. Brown vs. Board of Education and unintended consequences will be discussed.
- 8) **Silencing:** Overview of the ways in which schools and organizations silence Black children and adults. Participants will reflect on the ways in which their actions have silenced Black people and how to interrupt those actions in the future.

### **III. Organizational Development consulting focus areas: 1 – 2 year engagement**

- 1) **Values:** Harvest Consulting provides Technical Assistance and guidance around the selection, operationalization, and implementation of organizational values. Key to this process is an understanding of the role race plays within the organization and the ways employee engagement increases when leaders model the values.
- 2) **Inclusion and Belonging:** Organizations must ask the hard question, "*Do we REALLY want to de-center whiteness and shift power dynamics to become inclusive and create belonging?*" Harvest Consulting provides Technical Assistance and guidance to hold these conversations, share definitions, name and discuss barriers to inclusionary practices within the organization, provide space to create belonging through sharing personal journeys, and share organizational exemplars.