

To: Angela Evans, Dean of the Lyndon B. Johnson School of Public Affairs
From: Diversity and Inclusion Committee
Date: February 16, 2016
Re: LBJ Undoing Racism Training

Background:

Over the past decade, the Lyndon B. Johnson School of Public Affairs student body has expressed growing concern about diversity at the School. As result a coalition of student organizations and individuals, the Diversity and Inclusion Committee (D&I), was created in 2013.

Today D&I presents the School with a unique opportunity to foster an inclusive environment by offering a training for students, faculty and staff that develops leadership, cultural competency, and builds community. We seek the endorsement of and financial support from the Dean's office in the realization of this training.

Training Organization:

The People's Institute for Survival and Beyond

Description:

This training is built on the following basic principles: sharing culture, learning from history, leadership development, accountability, networking, and analyzing power and gatekeeping. Additionally, the training seeks to undo internalized racial oppression (both superiority and inferiority). Participants analyze power structures that impede equity and learn how their work is impacted by racism as well as how to be more effective in their work with others.

Proposed Date:

TBD

Estimated Cost:

\$15,000, plus the cost of meals
(For 50 attendees and 3 trainers)

Rationale:

Careers in public service require a diverse workforce that fosters creative and innovative problem solving. As an incubator for future policy makers The LBJ School of Public Affairs has a responsibility to lead the campus in creating not only a more diverse but also a more inclusive learning environment. This is yet another step in honoring the life and legacy of the School's great leaders, such as President Johnson and Congresswoman Jordan, by ensuring all of our community members have the necessary tools to advance equity through policy and practice.