

History and Timeline

Racial Equity and Talbot Family Network

Timeline, FY16 – FY17

- FY 16 – Maryland Governor’s Office for Children sponsored Shore-wide Undoing Racism training from the People’s Institute for Survival and Beyond
- FY 17 – Talbot Family Network included racial equity training as a key component of the Community Partnership Agreement funded by the Children’s Cabinet
 - A clear link exists between the Maryland Indicators, the Governor’s Goals and racial disparities
 - Leveraged local partnership with Talbot County Public Schools to bring Beyond Diversity to community members and agency representatives
 - Two 2-day trainings in FY17, 80 people trained



FY 18

- FY 18 – Continued Beyond Diversity Training and added the Racial Equity Community of Practice
 - Three 2-day trainings of Beyond Diversity, 101 participants
 - Facilitated conversations offering continued practice in race-related conversations and entry points for newcomers to the conversations, 10 participants average per session
 - Additional funds received for Racial Equity Leadership Academy with Dr. Ben Kohl
 - Ten 4-hour sessions offering support and leadership training in racial equity
 - 25 participants, average
 - Additional funds received for Undoing Racism training in Talbot County
 - Two-day training, 35 participants
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FY 19

- FY 19 - Continued Beyond Diversity Training and added the Racial Equity Community of Practice (aka Conversations on Race)
 - Two 2-day trainings of Beyond Diversity, 66 participants
 - Facilitated conversations offering continued practice in race-related conversations and entry points for newcomers to the conversations, 15 participants average per session
- Additional funds received for Youth Undoing Racism training for the Mid-shore region
 - Two-day training, 27 participants
- Additional funds for Equity Solutions training, 28 participants
- Regional training funds for Addressing Systemic Racism training with Dr. Mercedes Avila, looked at organizational change
 - Two 2-day trainings and one half-day follow up, 56 participants
 - 3-hour session open to the community, roughly 45 participants

FY 20

- FY 20 - Continued Beyond Diversity Training and added the Racial Equity Community of Practice (aka Conversations on Race)
 - Two 2-day trainings of Beyond Diversity, 55 participants
 - Facilitated conversations offering continued practice in race-related conversations and entry points for newcomers to the conversations, 18 participants average per session
- Regional training funds for Addressing Systemic Racism training with Dr. Mercedes Avila,
 - Two 3-hour sessions provided to the Dept. of Emergency Services, 46 participants
 - Two 1-day trainings, 64 participants
- Regional training funds to partner with Kent County to offer Racial Equity Institute's Groundwater training
 - 3-hour session in Kent County with over 200 participants
- Additional training dollars were available but redirected towards COVID-19 relief efforts

Workshop Summary



OVER 650 PEOPLE HAVE PARTICIPATED IN WORKSHOPS AND/OR CONVERSATIONS ON RACIAL EQUITY AND INEQUITY. (SOME DUPLICATION EXISTS IN INDIVIDUAL PARTICIPATION THOUGH THE TRAINING RECEIVED WAS UNIQUE.)



APPROXIMATELY 93 ORGANIZATIONS HAVE PARTICIPATED, OFTEN WITH MULTIPLE PARTICIPANTS FROM EACH ORGANIZATION

Additional actions



Required disaggregated participant data



Required staff involved in TFN-funded programs to participate in racial equity training



Encouraged supervisors to also participate in racial equity training



Encouraged programs to complete a racial equity organizational assessment



Required programs to submit disaggregated performance measure data for “better off” measures