



ABFE

A Philanthropic Partnership for
Black Communities



KNOWLEDGE, TRAINING & TECHNICAL ASSISTANCE

Analyzing racial disparity data is one way to discuss how policies and practices in this country impact different population groups.

BLACK MALE ACHIEVEMENT – RACIAL EQUITY TRAINING AND TOOLKIT

Program Overview

ABFE trains participants of the Institute for Black Male Achievement (IBMA) in its racial equity framework and tools. In partnership with PolicyLink and Root Cause, ABFE's technical assistance team strengthens and builds the capacity of IBMA participants by helping them to embed a structural racism analysis in their work to address the root cause of conditions facing Black men and boys.

The primary goal of the racial equity trainings is to influence behaviors and practices in ways that we think are more likely to improve outcomes for ALL communities by targeting Black males. This work centers on “raising the bar” for all groups (not just making Blacks equal Whites) while simultaneously closing “racial disparity gaps.” Analyzing racial disparity data is one way to discuss how policies and practices in this country impact different population groups. Our message about racial equity follows suit: we aim to improve outcomes for all people, and to do so we must look at how different groups fare and what drives their experiences.

The IBMA trainings build the capacity of organizations on the front lines of supporting Black men and boys by sharpening their alignment with the attributes of effective programming for Black males, including: acknowledging the injustice of unequal race and gender outcomes; seeking to address the injustice of race and gender disparities; employing targeted strategies; using a race- and gender-specific metric to evaluate success; and engaging work through a race and gender lens.

After guiding IBMA organizations through ABFE's approach to racial equity work and sharing common language, terms, and concepts, the co-facilitators of each training use three key tools to help participants identify strategies, policies or procedures that may result in more equitable outcomes for Black males. These tools include: the Organizational Self-Assessment; What's Race Got To Do With It; and the Racial Equity Impact Analysis.

- Beginning with the Organizational Self-Assessment participants walk through a series of questions that align existing policies and practices with the key characteristics of a racial equity approach to identify assets and potential areas for enhancement.
- Participants then move from their institution's environment to seeing examples of race-based policies and the resulting disparities that may exist in their communities or in this country toward understanding What's Race Got to Do With It? to produce a deeper understanding of how racial inequities for Black communities come about.



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- Using the information gleaned from real-world examples of the ways in which systems and policies intersect to create disparities, participants return to their institutions' self-assessment to conduct a Racial Equity Impact Analysis. This tool produces program strategies and/or policies and practices within the organization that have a good chance of generating more equitable outcomes for Black males.

Program Objective

To build the capacity of organizations on the front lines of supporting Black male initiatives.

Program Audience

Sports and Entertainment Philanthropic Leaders
Practitioners and Researchers
Consultants to Philanthropy
Fraternities and Sororities
Nonprofit Organizations
Civic Leaders

Key Activities

Racial Equity Coaching
Training

Program Point-of-Contact

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