



# RACE EQUITY SPRING WORKSHOP

Coming to you virtually, May 5, 2021

## Learn.Grow.EVOLVE

### Workshop Schedule *(Wednesday, May 5 • 12:30 to 4:15 p.m. • .35 CEUs available)*

#### **Breaking the Silence. Let's Talk About Race!**

**Kori Shingles, Recreation and Facilities Supervisor and Jason T. West, Recreation Superintendent, City of St. Louis Park**

**12:30 - 1 p.m.**

Come see how and why to start having uncomfortable conversations about race. Kori Shingles and Jason West will have a conversation which will peel back some of the layers of racial issues. It's time to break the silence and start having uncomfortable conversations about race.

##### **Session Learning Outcomes - Attendees Will:**

- Understand why they need to start having uncomfortable conversations about race.
- Realize that there are racial issues in our world today.
- Learn how to start a conversation having uncomfortable conversations about race.



#### **What Does Being an Ally Have to do With Implicit Bias?**

**Radious Guess, Director of Equity and Inclusion, Intermediate District 287**

**1 - 3 p.m.**

This session will focus on keys to becoming better human beings. We will explore our individual beliefs, thoughts, and actions towards people who are racially, culturally, ethnically different. The presenter will not cover the institutional nature of prejudice, stereotyping and discrimination (for example, institutional racism or institutional sexism). Come prepared to assess your role in unlocking the power of diversity, equity and inclusion work!

##### **Session Learning Outcomes - Attendees Will:**

- Upon completion of this session, participants will understand and minimize the role of unconscious/implicit bias within their organization.
- Upon completion of this session, participants will recognize the manage their biases.
- Upon completion of this session, participants will identify and use strategies for disrupting or reducing unconscious/implicit bias.



**Join the Race Equity Advisory Committee for the first race equity workshop, an opportunity for us all to take some steps forward on our race equity journey!**



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## Strategic Equity Action in Minnesota's State Parks and Trails

Rachel Hopper, Visitor Services and Outreach Section Manager, and Erika Rivers, Division Director

Minnesota Department of Natural Resources (DNR)

3:15 - 4:15 p.m.

More than 125 years ago, Minnesota established the nation's second state park system. The demographics of Minnesota have been changing significantly over the past century, with the percentage of non-White Minnesotans reaching nearly 20%, whereas the percentage of non-White state park visitors is about 5%. As Minnesota becomes increasingly diverse, State Parks and Trails must continue to connect new audiences to the outdoors, especially as research shows that people who participate in nature-based recreation benefit mentally and physically from those experiences. To help ensure continued progress toward equitable use of these natural areas, DNR's Division of Parks and Trails is expanding and raising the visibility of this work with its Equity Strategic Action Plan (ESAP) and pursuing a thoughtful approach to welcoming more people to our parks and trails and the outdoor recreation profession.

### Session Learning Outcomes - Attendees Will:

- Develop an understanding of how different dimensions of inclusivity can help shape an equity strategic action plan.
- Explore ideas about how land managers can create more welcoming environments in Minnesota's Outdoor Recreation System for visitors.
- Raise awareness of opportunities and barriers for recruiting diverse professionals into the outdoor recreation profession.

## MRPA Race Equity Spring Workshop Registration Form *(register by April 28, 2021)*



Name: \_\_\_\_\_

Organization: \_\_\_\_\_

Address: \_\_\_\_\_

City, State, Zip: \_\_\_\_\_

Email Address: \_\_\_\_\_

The Zoom meeting link will be sent to this email address

### Registration Rate:

- Member: \$30
- Non-Member: \$45

### Payment Method:

- Email registration form to gerhard@mnrpa.org and check requested
- Register and pay online at mnrpa.org