

CJC Board will participate in the Virtual Racial Equity Institute Groundwater Presentation

Palm Beach County Criminal Justice Commission membership and invited guests will be participating in the Virtual Racial Equity Institute (REI) Groundwater Analysis Presentation. This presentation is designed to help leaders and organizations who want to proactively understand and address racism, both in their organization and in the community where the organization is working. In this virtual webinar, REI organizers will use stories and data to present a perspective that racism is fundamentally structural in nature. By examining characteristics of modern-day racial inequity, the presentation introduces participants to an analysis that most find immediately helpful and relevant. The Groundwater metaphor is designed to help practitioners at all levels internalize the reality that we live in a racially structured society, and that that is what causes racial inequity. The metaphor is based on three observations:

1. racial inequity looks the same across systems,
2. socio-economic difference does not explain the racial inequity; and,
3. inequities are caused by systems, regardless of people's culture or behavior.

Embracing these truths helps leaders confront the reality that all our systems, institutions, and outcomes emanate from the racial hierarchy, on which the United States was built. In other words, we have a "groundwater" problem, and we need "groundwater" solutions. Starting from there, we begin to unlock transformative change. The presentation will be offered on **March 22nd from 9:00 a.m. to 12 p.m.**, with scheduled breaks included. Participants are expected to attend for the entire workshop. Registration is free to CJC members and invited guests. Space is limited.