

THE
TRUTH & TITUS
COLLECTIVE

CURRICULUM OVERVIEW

The following table highlights content we consider essential in our first year (typically 10-12 sessions) with a new group. Every group we work with is different in terms of who is present, individuals' level of understanding, the group's size and specific needs, organizational requests, time and budget constraints, etc. This means each training series is customized. This overview is not meant to reflect a linear progression of content. Some topics are dealt with over more than one session, and some topics may overlap with other topics within the same session. In addition, our facilitators will intentionally tend to what emerges from the group, meaning that we are flexible in the moment. The learners guide the learning as much as the design does.

Essential Content	Grounding in Collective Practices for Sustainability in the Work
<i>Rationale</i>	<i>Equity work can only be sustained and implemented when there are high levels of love and trust.</i>
	<ul style="list-style-type: none"> ● Comparing love and professional culture: where do they intersect? ● Acknowledging history and our ancestry of resistance ● Storytelling and relationship building ● Building trust through collective vulnerability ● Creating working agreements: practicing healthier ways of relating to each other
Essential Content	Building a Common Language and Framework
<i>Rationale</i>	<i>When participants possess a baseline understanding, future content can be fit into the frame of dismantling oppression.</i>
	<ul style="list-style-type: none"> ● Defining core concepts, including oppression and intersectionality ● Developing a four levels/systems analysis
Essential Content	Implicit Bias and Social Identities
<i>Rationale</i>	<i>Understanding who we are in a social context sets the foundation for personal and collective engagement in equity work</i>
	<ul style="list-style-type: none"> ● Completing a social identity profile ● Exploring what brain science teaches us about implicit bias ● Understanding identity development models for both dominant and marginalized identities

Essential Content	Power and Privilege & The Cycle of Socialization
Rationale	<i>Participants engage in the personal work of unpacking how we've been socialized, recognizing patterns we are part of that are (were) beyond our awareness, and learning skills to disrupt these patterns.</i>
	<ul style="list-style-type: none"> • Understanding how our first messages about our social identities were received • Unpacking internalized oppression and internalized dominance • Exploring our socialization around how we relate to our bodies: What end does this socialization serve?
Essential Content	History
Rationale	<i>"Those who do not remember the past are condemned to repeat it." - Jorge Santayana, 1863-1952</i>
	<ul style="list-style-type: none"> • Presenting US history in context • Exploring local and national policies that create(d) inequitable structural outcomes • Watching films
Essential Content	Culture
Rationale	<i>When participants are able to understand how culture works, they are better able to see and transform its influence on themselves and their institutions.</i>
	<ul style="list-style-type: none"> • Analyzing the cultural iceberg (the seen and unseen elements of culture) • Defining and resisting white supremacy culture
Essential Content	Institutional Transformation/Leading for Equity
Rationale	<i>Participants become skilled champions for equity when they feel confident they have the knowledge and resources necessary for intervention at the institutional level.</i>
	<ul style="list-style-type: none"> • Assessing the institution against the anti-racist continuum • Exploring individual and institutional strengths, finding our "lanes" • Developing personal and institutional action plans

Essential Content **Intervention and Skill Development**

Rationale **Participants practice specific skills needed to engage effectively in equity work at the intrapersonal, interpersonal, institutional, and structural levels.**

- How to be held accountable and how to hold others accountable
- Models of repair (perpetrator atonement and survivor-focused healing)
- Different definitions of justice (transformative, punitive, restorative)
- Positive approaches to confrontation
- Allyship vs. solidarity
- Living with paradoxes
- In-reach vs outreach (confronting the savior model)
- Self-management, understanding triggers
- Antidotes to white supremacy culture
- Authentic relationships across race and other differences
- Thinking systemically
- Self-awareness

Essential Content **Love, Belonging, and Liberation**

Rationale **Being rooted in love sustains us individually and collectively in the lifelong journey toward equity.**

- Processing the cycle of liberation
- Asking ourselves: How would we live if we put love of each other at the core of our group?
- Meeting in like-identity groups (race-based, gender-based, etc.) to process the impacts of oppression