COURSE NAME and ID Number
Let's Talk About Race, ID# 563

DOMAIN
SOEE Leadership

COMPETENCY STATEMENT
In this course, you will take steps to deepen your understanding of historical and social racial inequity through the exploration of Critical Race Theory (CRT). CRT has five tenets: Counter-Storytelling, the Permanence of Racism, Whiteness as Property, Interest Convergence, and the Critique of Liberalism. These tenets help to highlight the origin and current manifestations of racial oppression, discrimination, and inequality found within the fabric of American culture.

COMPETENCY DESCRIPTION
In this course, we will explore the concept of Critical Race Theory. Critical race theory (CRT) is a theoretical framework in the social sciences that examines society and culture as they relate to categorizations of race, law, and power. CRT recognizes that racism is engrained in the fabric and system of the American society. The individual racist need not exist to note that institutional racism is pervasive in the dominant culture. This is the analytical lens that CRT uses in examining existing power structures. CRT identifies that these power structures are based on white privilege and white supremacy, which perpetuates the marginalization of people of color. The five tenets of Critical Race Theory are Counter-Storytelling, the Permanence of Racism, Whiteness as Property, Interest Convergence, and the Critique of Liberalism. Participants will have opportunities to explore each of the five tenets in order to develop a deeper understanding of each tenet.

Participants will reflect upon each of the 5 tenets and how these tenets continue to manifest systematically within institutions/organizations. Participants will use CRT as a lens for examining existing power structures and begin to Recognize the presence of these tenets within their organizations and/or professional practice. They will also engage in activities to practice "interrupting" those practices and policies that seek to marginalize people of color and therefore, fail to support the marginalized student population. Through the implementation of Compassionate Dialogue and the RIR Protocol students will reflect interpersonally, intrapersonally, and systemically on issues that perpetuate inequities and disparities amongst Black and Brown students.

COMPETENCY OBJECTIVES
Upon successful mastery of this course, you will be able to:
1. Learn the historical context of current racial dynamics in the United States.

2. Interpret Counter-storytelling and recognize Historical and present-day examples of this tenet in order to Interrupt, Confront, Address, and Eliminate Racial Oppression and Inequity.

3. Explain Permanence of Racism and recognize Historical and present-day examples of this tenet in order to Interrupt, Confront, Address, and Eliminate Racial Oppression and Inequity.

4. Interpret Whiteness as Property and recognize Historical and present-day examples of this tenet in order to Interrupt, Confront, Address, and Eliminate Racial Oppression and Inequity.

5. Explain Interest Convergence and recognize Historical and present-day examples of this tenet in order to Interrupt, Confront, Address, and Eliminate Racial Oppression and Inequity.

6. Define Critique of Liberalism and recognize Historical and present-day examples of this tenet in order to Interrupt, Confront, Address, and Eliminate Racial Oppression and Inequity.

7. Use CRT as a Lens to define actionable steps toward having productive racial dialogue and creating more equitable environments using the RIR protocol: Recognize It, Interrupt It, and Repair It.

DEMONSTRATING MASTERY: A TWO-STEP PROCESS

Step One: Learning and Understanding
This course is broken down into **Learning Objectives** and related **Topics**. For each objective, you will participate in Learning Activities designed to enhance and reinforce understanding. **Learning Activities** include readings, video and audio clips, Discussion Board prompts, Learning Journal prompts, practice exercises, demonstrations, as well as links to web and library resources.

As you progress through the course you will come across **Interactive Discussions**. In these activities, the tutorial faculty member will ask you to respond to a question or series of questions that promote a deeper understanding of the topics covered in the Learning Objective. In addition, the question(s) will ask you to apply lessons learned from specific course content. The faculty-student interaction for each Interactive must be academic in nature.

For this course, you must substantively participate and interact with tutorial faculty at least **seven times through Interactive Discussions**. For a definition of substantive participation, please see the rubric located in the Interactive Discussion. As you read through the content in the course, you can identify these Interactive Discussions by the title of the Learning Activity, which is denoted as "Interactive."

The tutorial faculty will respond to your Interactive posts within 24 - 72 hours depending upon the tutorial faculty's published schedule of office hours, vacation days and holidays.

In the response to your initial and subsequent posts to an Interactive Discussion, you may be asked to respond to additional questions. Specifically, the tutorial faculty will review your responses to confirm that you have substantively participated for each of the designated Interactive.

Course Structure
The table below details the Learning Objectives along with their corresponding Topics and Interactive Discussion, which are supported by Learning Activities and quizzes.

Objectives	Topics
Learn the historical context of current racial dynamics in the United States.	Topic 1: What is Critical Race Theory? Topic 2: Let's Talk About Race
Interpret Counter-storytelling and recognize Historical and present-day examples of this tenet in order to Interrupt, Confront, Address, and Eliminate Racial Oppression and Inequity	Topic 1: Understanding Counter-Storytelling *Interactive Discussion*: Counter-Storytelling
Explain Permanence of Racism and recognize Historical and present-day examples of this tenet in order to Interrupt, Confront, Address, and Eliminate Racial Oppression and Inequity	Topic 1: Understanding Permanence of Racism Topic 2: Interrupting Present-Day Racism *Interactive Discussion*: Permanence of Racism
Interpret Whiteness as Property and recognize Historical and present-day examples of this tenet in order to Interrupt, Confront, Address, and Eliminate Racial Oppression and Inequity	Topic 1: Understanding Whiteness as Property Topic 2: The United States through the Lens of Whiteness as Property *Interactive Discussion*: Whiteness as Property *Interactive Discussion*: Residential Segregation
Explain Interest Convergence and recognize Historical and present-day examples of this tenet in order to Interrupt, Confront, Address, and Eliminate Racial Oppression and Inequity	Topic 1: Understanding Interest Convergence *Interactive Discussion*: Interest Convergence Interview Topic 2: Present Day Examples of Interest-Convergence
Define Critique of Liberalism and recognize Historical and present-day examples of this tenet in order to Interrupt, Confront, Address, and Eliminate Racial Oppression and Inequity	Topic 1: Understanding the Critique of Liberalism *Interactive Discussion*: Critique of Liberalism

Use CRT as a Lens to define actionable steps toward having productive racial dialogue and creating more equitable environments using the RIR protocol: Recognize It, Interrupt It, and Repair It.	Topic 1: CRT as Lens **Interactive Discussion**: Compassionate Dialogue

Step Two: Final Assessment

Once you have successfully progressed through the Learning Activities, you are ready to demonstrate that you have mastered the course. In order to demonstrate mastery, you must be evaluated as proficient or exemplary on each rubric category for the corresponding project-based assessment. Please note that submissions may be checked for plagiarism.

STUDENT RESOURCES

Brandman Online Library Resources

Brandman University provides comprehensive online library services including access to books, journals, databases, and other resources. Librarians are available via email and phone to provide support. Students can access the library directly when logged into their competencies.

Writing and Math Help

Brandman's Online Writing and Math Community (OWMC) offers subject-specific tutoring services, live workshops, video tutorials, tutorial office hours, and links to top academic sites in order to ensure student success. Students can access the OWMC directly when logged into their competencies.

Netiquette

Communicating in an efficient and respectful manner is critical to the learning process. Please view and adhere to any netiquette guidelines outlined within the competency and the Resource Center within MyToolkit.

Standards of Academic Integrity

Academic integrity is a core Brandman University value which ensures respect for the academic reputation of the University, its students, faculty and staff, and the degrees it confers. Students are required to read, understand, and apply the standards set forth concerning academic integrity found in the Final Assessment page of the competency and the Resource Center within MyToolkit.

Americans with Disabilities Act Statement

Brandman University is committed to ensuring equal educational access and opportunity for all members of our academic community. Students will be provided timely, efficient, and equitable accommodations and services that are in compliance with Section 504 of the Federal Rehabilitation Act of 1973 and the Americans with

Disabilities Act of 1990 (ADA)/Americans with Disabilities Act Amendments Act of 2008 (ADAA). More details are available in the current Brandman University Academic Catalog found in the Resource Center within MyToolkit.