

## **Wayside Equity Training Center Accountability & Reparations Statement**

We believe there is a space for white trainers to do specific anti-racism work with white [folx](#) and that in certain situations it can be instructive. We also recognize that white people who are being paid to provide anti-racism trainings have a responsibility to donate to BIPOC organizations, work to address the issues impacting those communities and understand the ways their whiteness effects the work.

We will hold ourselves accountable and donate 15 percent of our quarterly income to racial justice organizations led by BIPOC people.

In addition to donating a percentage of our quarterly income, we offer pro bono work and reduced rates for trainings that benefit racial justice organizations.

### **Accountability work for our trainers who are white:**

It is a topic up for debate, and whether we agree or not, there are instances where white people will be able to address internalized racism, the impacts of racism and white fragility if taught by someone with similar life experiences. The only time our white trainers will lead a training without a person of color co-leading is when talking about white fragility or white privilege.

In all other instances, our white trainers will always co-lead trainings with a person of color. There are three reasons trainings are structured this way:

1. We do not believe a person of color needs to educate others on the ways white people do not support, respect or offer equity to people of color.
2. At the Wayside Equity Training Center, we are interested in representation from many under-represented groups: those with disabilities, LGBTQ+ individuals and women. Our white trainers have expertise in some of these groups that are subjugated and oppressed.
3. We believe pairing a white trainer and a BIPOC trainer is an excellent way to role model how to have conversations that build equity. White supremacy keeps people from having real conversations, experiencing true transformation and celebrating humanity for all people.