Politics of Identity- Race, Class, and Gender Training Course

Professional Development Training Course Outline

Category	Political Science and International Relations	**Duration**	5 Days
Base Fee	$1,500 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

The Politics of Identity: Race, Class, and Gender training course is an essential program designed to equip participants with a comprehensive understanding of how social categories shape power dynamics, social structures, and individual experiences. This course delves into the complex interplay of **race, class, and gender**, moving beyond superficial discussions to explore the deeply ingrained historical and systemic factors that perpetuate inequality. Participants will gain a robust analytical framework for deconstructing concepts like **intersectionality**, **privilege**, and **systemic oppression**. The program fosters a critical self-awareness, enabling participants to recognize their own social positioning and its impact on their interactions and professional lives.

This transformative training is grounded in the principle that effective social change and inclusive leadership require a nuanced understanding of identity. By examining the historical and contemporary manifestations of identity politics, we aim to cultivate a generation of leaders, professionals, and activists who can navigate complex social landscapes with empathy, knowledge, and integrity. The course provides practical tools and strategies for promoting **diversity, equity, and inclusion (DEI)** in various settings, from corporate environments and non-profit organizations to educational institutions and public policy. It is an indispensable resource for anyone committed to building a more just and equitable world.

Programme Curriculum

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Course Duration

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Course Objectives

1. **Deconstruct** the concepts of race, class, and gender as social constructs.
2. **Analyze** the historical and political origins of identity categories.
3. **Apply** the theory of intersectionality to real-world scenarios.
4. **Identify** and challenge various forms of privilege and oppression.
5. **Examine** how media and popular culture shape perceptions of identity.
6. **Evaluate** the role of identity politics in social movements and policy.
7. **Develop** effective communication skills for discussing sensitive topics.
8. **Formulate** strategies for promoting diversity, equity, and inclusion in the workplace.
9. **Cultivate** a deeper understanding of cultural competence and empathy.
10. **Explore** the impact of globalization on identity and belonging.
11. **Assess** the challenges and opportunities of building inclusive communities.
12. **Craft** actionable plans for personal and professional growth as an ally or advocate.
13. **Engage** in critical self-reflection regarding personal biases and assumptions.

Target Audience

1. Corporate Leaders & HR Professionals
2. Educators & School Administrators.
3. Non-profit & NGO Staff.
4. Community Organizers & Activists:
5. Public Policy & Government Officials.
6. Healthcare Providers.
7. Journalists & Media Professionals.
8. Students & Academics

Module 1: Foundational Concepts of Identity

- **Defining Identity:** Deconstructing the terms **identity**, **race**, **class**, and **gender**.
- **Historical Context:** Tracing the evolution of these concepts in political and social thought.
- **Social Constructionism:** Understanding how identity is created by society, not biology.

- **Power Dynamics:** Examining how power is distributed along lines of identity.
- **Case Study:** The legacy of the Jim Crow laws in the United States and how they codified racial inequality in housing, education, and employment.

Module 2: The Framework of Intersectionality

- **What is Intersectionality:** Exploring the term coined by Kimberl?? Crenshaw.
- **Overlapping Identities:** Analyzing how race, class, and gender intersect to create unique experiences of oppression and privilege.
- **Intersectional Feminism:** Understanding the critiques of mainstream feminist movements.
- **Allyship and Advocacy:** Defining what it means to be an effective ally across different identities.
- **Case Study:** The experiences of Black women in the workforce, facing both racial and gender discrimination, and how a singular focus on either race or gender alone fails to capture their full experience.

Module 3: Privilege and Systemic Oppression

- **Recognizing Privilege:** Identifying different forms of privilege, including white, male, and class privilege.
- **Systemic vs. Individual Oppression:** Differentiating between personal biases and institutionalized systems of power.
- **Microaggressions:** Learning to identify and respond to subtle forms of discrimination.
- **Implicit Bias:** Understanding the science of unconscious bias and its impact on decision-making.
- **Case Study:** The disproportionate incarceration rates of people of color in the United States and the systemic factors?Çösuch as policing practices, sentencing laws, and socio-economic disparities?Çöthat contribute to this outcome.

Module 4: Identity in the Public Sphere

- **Politics and Policy:** How identity shapes political participation, voting behavior, and public policy debates.
- **Media Representation:** Analyzing the portrayal of different identity groups in media and its societal impact.
- **Social Movements:** Examining the role of identity-based movements like Black Lives Matter, the Me Too Movement, and the LGBTQ+ rights movement.
- **Global Perspectives:** Exploring how identity politics manifest in different cultures and countries.
- **Case Study:** The ongoing debate around gender-affirming care and how it reflects a clash of values, political ideologies, and differing views on identity and biology.

Module 5: Communication and Dialogue

- **Navigating Difficult Conversations:** Strategies for engaging in productive dialogue about identity.
- **Active Listening:** The importance of listening to understand, not just to respond.
- **Using "I" Statements:** Expressing personal feelings and experiences to avoid placing blame.
- **Empathy Building:** Techniques for cultivating empathy and understanding different perspectives.
- **Case Study:** A workplace conflict scenario where a manager's feedback is perceived as biased, and participants practice using active listening and "I" statements to resolve the issue constructively.

Module 6: Building Inclusive Environments

- **DEI Best Practices:** Implementing effective diversity, equity, and inclusion initiatives.
- **Creating Inclusive Language:** Using language that is respectful and affirming to all identities.

- **Allyship in Action:** Moving beyond awareness to active support for marginalized groups.
- **Measuring Impact:** Evaluating the effectiveness of DEI programs and strategies.
- **Case Study:** A university-wide initiative to address issues of campus climate, including student protests, and how the administration implemented changes in curriculum and policy to address student demands.

Module 7: Personal Reflection and Action Planning

- **Self-Assessment:** A guided process for participants to reflect on their own biases and privileges.
- **Personal Growth Goals:** Setting concrete, achievable goals for personal development.
- **Action Planning:** Creating a personalized plan to apply course learnings in daily life.
- **Sustaining Momentum:** Strategies for continuing the work of self-education and advocacy.
- **Case Study:** An individual participant's journey from a state of unawareness to becoming an active advocate for gender equality in their community, outlining the steps they took and the challenges they overcame.

Module 8: The Future of Identity Politics

- **Emerging Trends:** Exploring new frontiers in identity politics, such as digital activism and intergenerational dialogue.
- **Ethical Considerations:** Navigating the ethical complexities of identity claims and representation.
- **The Future of Work:** The evolving role of identity in professional and corporate spaces.
- **Building Solidarity:** Fostering unity across different identity groups to achieve common goals.
- **Case Study:** The ongoing digital activism of the #BlackLivesMatter movement, analyzing its use of social media, its challenges, and its global impact on political discourse and social change.

Training Methodology

- **Interactive Lectures:** Engaging presentations with visual aids and multimedia content.
- **Group Discussions:** Facilitated small and large group discussions to encourage peer learning and diverse perspectives.
- **Case Studies:** In-depth analysis of real-world scenarios to apply theoretical concepts.
- **Role-Playing & Simulations:** Hands-on exercises to practice communication and conflict resolution skills.
- **Personal Reflection Journals:** Structured prompts for participants to reflect on their own experiences and biases.
- **Action Planning Workshops:** Guided sessions to help participants create personalized plans for change.

Register as a group from 3 participants for a Discount

Send us an email: info@fineskilltrainingcenter.org or call *+254769199797*

Certification

Upon successful completion of this training, participants will be issued with a globally- recognized certificate.

Tailor-Made Course

We also offer tailor-made courses based on your needs.

Key Notes

a. The participant must be conversant with English.

b. Upon completion of training the participant will be issued with an Authorized Training Certificate

c. Course duration is flexible and the contents can be modified to fit any number of days.

d. The course fee includes facilitation training materials, 2 coffee breaks, buffet lunch and A Certificate upon successful completion of Training.

e. One-year post-training support Consultation and Coaching provided after the course.

f. Payment should be done at least a week before commence of the training, to Fineskill Training Center account, as indicated in the invoice so as to enable us prepare better for you.

Upcoming Scheduled Sessions

Start Date	End Date	Location	Price
23 Nov 2026	27 Nov 2026	Online	$1,000
23 Nov 2026	27 Nov 2026	Physical	$1,500
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$4,500
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$6,000

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