

Creating a brighter future with Buffalo Prep through Racial Equity Impact Analysis Training

GREATER BUFFALO
Racial Equity Roundtable



Meet  Buffalo Prep
it's still no late prep

On steamy July mornings, average eighth grade graduates enjoy sleeping late, but Buffalo Prep's students are far from average. Rather than enjoy their summer freedom, these dynamic students head back to class to discuss Shakespeare, develop critical literacy skills and study algebra.

Since 1989, Buffalo Prep has been promoting the success of students who are underrepresented by preparing them to excel in top-notch high schools and eventually universities. Starting in fifth grade, Buffalo Prep students dedicate their evenings, weekends, and even summers to achieve these goals.

With all the incredible things Buffalo Prep has taught its pupils, former Executive Director, Marcia O'Neil-White, thought the organization could do more. She wanted to empower the students and staff to stand up for themselves and others who face barriers to opportunity by equipping them with tools beyond traditional academics. In 2017, Marcia and current Executive Director Patti Stephens reached out to the Greater Buffalo Racial Equity Roundtable to take part in the Racial Equity Impact Analysis (REIA) Training.

What is Racial Equity Impact Analysis Training?

Our region is on an upswing. We will be stronger when more families have economic security, when more young adults are equipped for success in college and career, and when the Buffalo region has a robust pipeline of workers prepared to meet the needs of employers.

The Race Matters Institute, through the Greater Buffalo Racial Equity Roundtable, leads REIA Training with the goal of providing organizations with the tools needed to make the abstract concept of racial equity actionable and measurable.

Customized sessions and **tailored material** help participating organizations apply these vital ideas in ways that make sense to their missions. **Coaching and peer consultation** help organization leaders at all levels contribute. Historical grounding encourages deeper understanding of racial groups' differential experiences, while establishing **shared language** reduces misunderstanding and promotes collaborative engagement.

To date, more than 1,900 leaders from 90 different organizations have participated in REIA Training.



Buffalo Prep **Racial Equity Impact Analysis Training**

It's all in the prep

After embarking on the REIA training, the Buffalo Prep staff and board were quickly immersed in customized educational training and coaching sessions, which gave them a common language to discuss how race intersected with educational and social objectives.

Within months of the racial equity training, Buffalo Prep began passing these lessons on to their students. Six months later, the summer session classrooms rang with lively conversation on racial equity that had been considered too fraught to discuss just a year earlier.



Patti Stephen

“Diversity contributes to academic excellence for all students due to the pedagogical value of a broad range of perspectives. The tools we learned during the Racial Equity Impact Analysis Training will help Buffalo Prep promote a broader understanding of what all students

can offer the City if their strengths are enabled and recognized equally.” -Patti Stephen, Robert G. Wilmers Endowed Executive Director of Buffalo Prep

Furthermore, Stephen believes that the common language from REIA Training is a great springboard to grow from, allowing Buffalo Prep to continue to train key stakeholders and others in the community on topics relevant to racial and educational equity.

As Buffalo Prep’s experience clearly shows, addressing structural issues creates rippling benefits that spread throughout communities and can lead to a stronger Buffalo.



Learn More

Understanding racial equity is essential for continuing our economic expansion, and creates a brighter future for everyone. REIA Training provides the tool to reach this goal. If you would like to discuss integrating REIA Training into your organization, please contact the Greater Buffalo Racial Equity Roundtable at (716) 936-7474 or info@racialequitybuffalo.org.

RacialEquityBuffalo.org