



Racial Affinity Group Development Program Cohort 1 – Year At A Glance

Month	Activity	Governance
September 5, 2020 11-1:30 ET	RA-GDP Welcome Kickoff with framework and guidelines for the year	Zoom session with Ruth King
Oct – Nov - Dec	RA Groups receive Racial & Inclusion Inquiry for Oct, Nov, Dec RA Groups practice with monthly instructions	Peer-led RA Group
November 7, 2020 11-12:00 ET	Coaching Check-In with Designated Coordinators – Optional	Zoom session with Ruth King
January 9, 2021 11-1:30 ET	RA-GDP Cohort joins for support and sharing RA Groups receive Racial & Group Control Inquiry for Feb, Mar, Apr	Zoom session with Ruth King
Feb – Mar - Apr	RA Groups practice with monthly instructions	Peer led RA Group
March 13, 2021 11-12:00 ET	Coaching Check-In with Designated Coordinators - Optional	Zoom session with Ruth King
May 8, 2021 11-1:30 ET	RA-GDP Cohort joins for support and sharing RA Groups receive Racial & Group Belonging Inquiry for Jun, July, Aug	Zoom session with Ruth King
Jun – July - Aug	RA Groups practice with monthly instructions	Peer led RA Group
September 4, 2021 11-1:30 ET	RA-GDP Cohort joins for support, sharing, and next steps	Zoom session with Ruth King