

# THE GROUNDWATER APPROACH:

building a practical understanding  
of structural racism

**Racial Equity Learning Labs** aim to increase foundational knowledge of racism and deepen discussions on dismantling race inequities — essential to advancing race equity in our system — while creating a fair and just Montgomery County Government.

The second workshop in the series, **“The Groundwater Approach: Building a Practical Understanding of Structural Racism”**, is now open for enrollment. Please consider joining this lively and participatory session, where facilitators from the Racial Equity Institute use stories and data to present a perspective that racism is fundamentally structural in nature. **Please sign up today — space is limited per session!**

*Staff are encouraged to participate in session 1, “Advancing Racial Equity: The Role of Government” before taking this course.*

**Class:** “The Groundwater Approach:  
Building a Practical Understanding of Structural Racism”

**Time:** All classes held 9:30 am – 12:30 pm

Dates:	
January 12, 2022	February 17, 2022
March 15, 2022	April 28, 2022
May 24, 2022	

**Please note:** There will be class breaks, and you are welcome to eat lunch during the session.

**To register:** Log on to the AccessMCG ePortal and go to Employee Self Service, then Learner Home. Under the Search field “Class,” enter the keyword “groundwater.”



MONTGOMERY COUNTY  
OFFICE OF RACIAL EQUITY  
& SOCIAL JUSTICE