

WORKSHOP RATINGS

Please carefully consider the level of workshops you choose to attend.

Beginner

These workshops are appropriate for individuals who have little or no knowledge about privilege, anti-racism, oppression, and intercultural issues. These workshops stress fundamental concepts and approaches, and offer participants time to grapple with this new information in a supportive environment. Individuals who have just begun to learn about privilege, racism and other intercultural issues, and who are first-time participants at the White Privilege Conference are the target audience for beginner workshops.

Intermediate

These workshops are appropriate for individuals who have a working knowledge of privilege, anti-racism, oppression, and intercultural issues. These workshops stress the interconnection between fundamental concepts and new knowledge, techniques, methodologies, and skills. Individuals who are seeking to discover what to do with their new knowledge about privilege; racism, etc. are the target audience for intermediate workshops.

Advanced

These workshops are appropriate for individuals who are educators, facilitators, practitioners and leaders in areas of cultural diversity, and who have a highly developed understanding of privilege, anti-racism, oppression, and intercultural issues. These workshops offer ways in which advanced participants can deepen their knowledge through high impact experiential activities and acquaintance with new theories. Also, these workshops offer advanced practitioners ways to share insights, refine their knowledge, and sharpen their already-developed skills.

WPC17 WORKSHOPS

This year, WPC will offer approximately 125 workshops facilitated by over 230 presenters.

“_____” People Don’t go Outdoors! (All Levels)

Facilitator: Aaron Gilbert

Have you ever considered how your identity might impact how you feel about your connection to nature? During this workshop, we will practice a few simple sharing activities which Bay Area Wilderness Training uses to help people reflect on their different identities and their connection to nature and the environment. The goal of these activities are to stimulate thoughts and considerations about how to create more inclusive and culturally relevant outdoor experiences. Helping people feel and notice their connections to the environment is a critical aspect to fighting for social and environmental justice.

4 Solutions for Common Exclusive School Traditions (All Levels)

Facilitator: Hekymara Tanynya

As a parent, student, teacher or administrator, have you ever felt that certain class projects and/or school traditions are uncomfortable and exclusive in nature? Have you been unable to figure out how to start a conversation to implement examination of and/or change the tradition? Have you struggled with what project modifications could be made to create an inclusive project or tradition? This workshop will present and explore four solutions to commonly practiced projects and school behaviors as we continue the work of creating more equitable and inclusive school environments.

19 Questions: Reimagining the Q & A format for democracy, freedom, and equitable power-sharing (All Levels)

Facilitators: Jondou Chen, Gail Cruise-Roberson, Emmy Howe, Emily Style and Daniel Cohen

Members of the SEED staff will demonstrate a reimagined Question and Answer technique that radically democratizes agenda-setting, expertise, and talking time. We will begin by collecting 19 questions from the audience based on their own concerns and experiences in matters of liberation, equity, and justice in relation to white privilege and white supremacy. After this, both the presenters and audience members will respond to each of the 19 questions in turn.

A Conversation about Activist Burnout, Racial Battle Fatigue, and the 'Culture of Martyrdom' in Racial Justice Work (All Levels)

Facilitator: Paul C. Gorski

Have you ever felt so exhausted, so emotionally spent, over an extended period of time due to the stressors of social justice activism that you had to draw back on your activism, at least temporarily? You're not alone. Gorski has been interviewing social justice activists for the past two years about their experiences with activist burnout and secondary traumatic stress. The most devastating lesson from these interviews is that in most cases burnout is not caused by resistance against racial justice work, but instead by in-fighting, oppressive conditions, and manifestations of white privilege and male privilege *within social justice movements*. In this session, Gorski will spend a brief time sharing what was learned, then open up a conversation about how we, as activists, can strengthen the sustainability of our movements by supporting the sustainability of one another.

A Conversation on Connecting Communities on College Campuses (All Levels)

Facilitator: Rachel Samuels

Join college-junior Rachel Samuels in a workshop and discussion that highlights the actions taken by various underrepresented communities within what should be one of the most progressive universities in the country: Stanford. What kinds of social justice challenges do college students face? What events of last year spurred activism on campus? What kinds of privilege awareness programs exist at Stanford? How can we move forward, and why should we bother? Come prepared to share ideas and listen to peers! Recommended especially for youth and anyone involved in educational institutions. *Check out the College/Youth Accountability Session as well!*

A Discussion of the Prospectus “Towards E Pluribus Unum – A PRIMER ON RACE AMITY – America’s Other Tradition.” (All Levels)

Facilitators: Richard W. Thomas and William H. “Smitty” Smith

The presenters will share from the Prospectus *Towards E Pluribus Unum – A Primer on Race Amity – America’s Other Tradition*. The prospectus gives historical seating for advances in American race relations that helped give voice, form, and action to access and equity in American race relations. The publication will accompany the film, *An American Story: Race Amity and The Other Tradition*, which is in production for public television. The presenters will discuss their shared personal history in race relations since the mid- 1960s that led them to collaborate on the book and film project. They will discuss how they developed the various historical themes that will compose both the book and the film.

Active Listening: An Everyday Tool for Fighting White Supremacy (All Levels)

Facilitator: Pippi Kessler

As we commit to making systemic and community level change, it can still be challenging to incorporate social justice principles into our everyday lives. To reimagine a world with "equity" and "justice" we need to know concrete tools that actively communicate those abstract ideas. At this workshop, you'll learn concrete verbal and non-verbal techniques that work immediately to address power differentials within groups and improve one-on-one communication. In addition to teaching active listening strategies that communicate respect, we will also talk specifically about how systemic power can be coded into casual speech and interaction. Taking into account the ways in which privileged (e.g. white or class-privileged) experience is universalized in our culture, we will help participants to practice open, conscientious habits for starting conversations across identity groups and fighting back against oppressive socialization. Whether you are a teacher, student, or activist, you'll learn how to improve your effectiveness by communicating to others that you value them as human beings, a central task of building strong relationships and equitable communities.

Adding a De-colonizing Lens to Expand our Vision of Racial Equity and Social Justice (Intermediate)

Facilitators: Natasha Aruliah, Sonali Sangeeta Balajee, Diane Goodman, Sally Leiderman, Emily Morrison and Maggie Potapchuk

Too often in fighting for racial equity and justice in the US, Native, Indigenous people are excluded from the picture, or are an asterisk and a footnote. Although impacted by racism and a long history of systemic oppression, theirs is a different story. This session explores how including a lens of decolonization in our discussions of whiteness, power and privilege can deepen our work for equity, justice and freedom for all. We will consider questions such as– What is a decolonizing lens and why is integrating such a lens critical at this point in history? What is settler privilege and how are sovereignty, tradition and cultural continuity related? How can we hold multiple histories of slavery and colonization in fighting racism and whiteness? How can integrating a decolonizing lens, upholding the rich traditions of Indigenous peoples worldwide move us closer to re-imagining and actualizing equity and justice? Workshop will include international

perspectives, particularly from our neighbors in Canada, to explore what we can learn from Indigenous peoples' struggle globally.

After the Spotlight Fades: How to Keep the Momentum for Change Going (Intermediate/Advanced)

Facilitator: Shakti Butler

Across the country, college and university administrations are waking up to the fact that their campuses are not all one big happy family, that even apart from blatantly racist incidents, there are deeply rooted problems of inequity. Some universities are responding by establishing a "diversity committee"; others by providing a few more dollars to the already existing equity and inclusion departments; some will invite speakers and run symposia; others will investigate "incidents" and make policy recommendations. No administration wants to be the next the University of Missouri or Claremont College. No doubt some good will come of all this, but just as inevitably, the spotlight on racial inequity will fade, and attention and resources will be diverted to other issues. This workshop will use racial equity learning module components (REL) and film clips to explore strategies and practices that can build momentum for change.

Topics will include overviews of: revisioning equity through strategic or power analysis, how to identify and frame issues for the media, techniques that will make students and faculty more effective organizers and how to use film to generate authentic dialogue that continues and grows the 'congregation'.

An Experiential Activity for Identifying and Addressing White Supremacy (Intermediate)

Facilitators: Krista M. Malott and Tina R. Paone

Participants will get active in identifying and addressing common environmental indignities that represent White supremacy and that sustain inequity in our work and community settings. Not all is as it seems—we will examine/explore issues of White supremacy, as well as discuss and discern actions that are misinterpreted by some as oppressive. Solutions will be developed through a collaborative dialogue, while providing audience members concrete methods that can make a difference when they leave this session.

An Organizing Approach to Helping White Anti-Racists Move Other White Folks Against Racism (All Levels)

Facilitator: Joe Fahey

White people play a central role in perpetuating racism. White people also have the potential to become a consistent and powerful force to end racism in all of its manifestations. This workshop, led by a white, longtime union and community organizer, helps white people face the enormity of racism without the defensiveness and guilt that can keep us frozen and silent. In this interactive workshop, Joe offers an organizing approach and tools for talking and listening to people, and moving them forward. Participants will share personal experiences, thoughts, and feelings about racism. We will think about white people in our lives and ways to begin conversations about racism with them. We will brainstorm actions we can take to challenge racism in everyday situations. And finally, we will plan next steps to apply these tools in our lives.

At the Crossroad: Engaging Sexuality and Religion (Beginner/Intermediate)

Facilitator: Sam Offer

Do you struggle with the complexity of sexuality and religion? Does being gay or an ally conflict with your beliefs? Do you feel like you have to choose one or the other? Are you wondering how to reconcile the intersections of Sexuality and Religion? This interactive session will help participants to engage these difficult questions. Through introspection and dialogue, participants will move forward toward healing and reconciliation.

Birth of a White Nation: The Invention of the White People and its Relevance Today

(Beginner)

Facilitator: Jacqueline Battalora

This session is a repeat performance of a previous WPC keynote that explores when, where, how, and why the human category "white" was invented. What explains the shift from a social order that depended upon men's economic status to one that is organized first by race? This legal history is followed by small group work during which we will explore links between original historical meanings of whiteness and current social problems such as the production of a disenfranchised underclass through mass incarceration, police use of deadly force, and more. We will move from linking the past to the present into imagining a society without white privilege by using a sharp focus on white superiority as a tool toward liberation, a resource to advance greater equity, as a lens to bring other possibilities into view.

Building Anti Racist Schools: Talking about Race and Racism with Students Session (All Levels)

Facilitators: Benny Vasquez and Laura Shmishkiss

Building Anti-Racist Schools: Talking about Race and Racism with Students From the classrooms of South Carolina to the streets of our cities across the country, last year has presented us with countless examples of racism, structural racism, white supremacy and oppression. Talking about Race with Students engages participants in a discussion of the manifestation of racism within our own schools, how students come to experience race and racism, and what tools we can use to address and foster a critical dialogue with our student. We will use interactive theatre and critical pedagogy to collectively discuss race's role in the lives of students, share experiences of significant moments with students, and develop strategies for confidently entering into conversations about race in our schools and continuing to build anti-racist educational institutions.

Building Your Toolkit to Advance Educational Equity (Intermediate)

Facilitators: Henaz Bhatt, Michael Buensuceso, Glenn Cassidy and Jonathan Zur

K-12 schools in this country were not created to serve all students, and the residue of that legacy of white supremacy persists today in disparate experiences and outcomes along lines of race, class, national origin, and more. As a result, educators and educational stakeholders must work in strategic and comprehensive ways to create equitable and inclusive schools. This highly interactive workshop will engage

participants in interrogating and overcoming privilege in several facets of school life, including curriculum, parent/family engagement, school climate, and professional development. Participants will leave with greater self-awareness around their roles as change-agents, and they will obtain practical, tangible ideas and resources that can be used to advance educational equity.

“But I’m an Ally!”: LGBTQ Youth, Intersectionality & White Privilege (All Levels)

Facilitator: Johanna Eager

Everyone is rushing to be "intersectional"—but what does this mean with regard to the LGBTQ youth that we serve in our K-12 schools? This workshop will help youth-serving professionals unpack how white privilege and white supremacy limit our ability to be effective allies to LGBTQ youth, in particular, LGBTQ youth of color. Participants will have the opportunity to explore how socialization related to privileged identities of race, gender, and/or sexual orientation have an impact on understanding who LGBTQ youth are and what it is they're facing. The workshop will close exploring what it means to be an effective ally when serving LGBTQ youth in K-12 schools.

Campus Unrest: Re-Imagining Equity and Justice on a Mostly White Campus (All Levels)

Facilitators: Lance Kelley and Andy Tigert, with special guest Eddie Moore, Jr.

Starting in 2014, Northeast Wisconsin Technical College began requiring a cultural awareness training for all staff & instructors. NWTC is located in Green Bay, WI, a traditionally white community with a majority white student body and faculty. The training requirement corresponds to the College’s strategic goals to reduce the achievement gap between white and nonwhite students and to increase diverse employees. Kelley and Tigert are Social Science instructors at NWTC and have developed and facilitated most of the offerings. Eddie Moore, Jr. joined in a panel one day. These are their stories

Can Experiences Abroad Prepare People of Color to Disrupt White Supremacy? Examining the Study Abroad Experience as a Tool to Combat Structural Racism (Beginner)

Facilitator: Janelle Nicole Rahyns

The ideology of American racism is infused in US culture. As technology and globalization allow for record breaking opportunities of international access and education for college students, study abroad offers an opportunity for students of color to engage in an environment not riddled with American racism. Study abroad is a transformative experience that challenge racial and identity stereotypes. Critical Race Theory acknowledges the systemic impact of race and racism on the experiences of people of color in American society and understanding racism is central in understanding students of color experiences in the educational system. CRT provides an analytical lens to understanding and challenging power structures that benefit and perpetuate white privilege or supremacy in the United States and this workshop will unpack and discuss the idea that due to the study abroad experience, students can be equipped with an effective tool to prepare them to challenge white privilege and white supremacy.

Challenging White Ashkenazi Dominance Among Jews in the U.S. & Re-imagining Equity and Justice for Palestinians (Intermediate)

Facilitators: Penny Rosenwasser and Lisa Albrecht

In a joint struggle to end the Israeli occupation and gain equal rights and justice for Palestinians -- and in support of this year's conference theme, *Let Freedom Ring—Re-Imagining Equity and Justice in the United States*, this interactive workshop will address the challenge of various progressive white Ashkenazi Jews in the U.S. today: to fight racism and injustice against Mizrahi & Sephardic Jews, Jews from Africa & Asia, multi-ethnic and Jews of Color *within* our organizations – as we continue to build effective solidarity with Palestinians, in the U.S. and in Palestine/Israel.

Changing a Nation: Nelson Mandela's struggle over white domination and the meaning of his legacy for America today

Facilitator: Dolana Mogadime

The teaching and learning possibilities for incorporating Nelson Mandela's life and work into our daily practices as educators are limitless - from poetry readings to learning about protest through posters to screening documentary clips on Mandela's life and contributions to society. It is also incredible to learn that leaders of today across the spectrum from thought leaders to cultural leaders to political leaders (such as Barack Obama) gained their social and political awakening through participating on campaigns fighting against racism and oppression in South Africa. We have reason for teaching and spreading the legacy of Nelson Mandela and his struggle over white domination to both inspire and create intergenerational knowledge about social transformation as an outcome of coalition building. The Nelson Mandela Centre for Memory and Google Technology collaborated in developing a digital archive that is an extremely useful teaching tool for understanding the impact of Nelson Mandela's life on the world. Students can visit to: Examine the Madiba moments featured and the impact Mandela has had on the human spirit and imagination; in viewing this material we can ask ourselves, "What do these Madiba moments hold for me and for us all?" Or, "What new narratives (stories can we tell ourselves as a result of witnessing 'this moment with a Legend?)" We all have our own unique way of processing Mandela's impact on ourselves and the world. We will dialogue, record and document our reflections on the meaning of his life to us personally and the work that we do in our communities.

Combating White Supremacy in the Classroom (Beginner/Intermediate)

Facilitators: Jenna Chandler-Ward and Alethea White

This workshop will delve into the intersection of racial Identity development for teachers and intentional multicultural curriculum. The better we understand our own racial identity as educators, the more able we are to critically analyze curriculum and teaching methods that support a white supremacist pedagogy. Connecting theory with practice, this workshop will offer tools for both personal exploration as well as resources in creating equitable curriculum that celebrates and demonstrates a pluralistic society.

Completely Unpacking the Invisible Knapsack: The Liabilities of White Privilege How White Privilege Hurts White People (Intermediate/Advanced)

Facilitators: Michelle Chalmers and Katrina Fludd

This workshop will offer an opportunity to dig deeper into our own invisible knapsack of white privilege. Participants will be asked to reflect and examine white privilege as a personal liability that affects understanding our own humanity and our human connections. Get ready to dive deeper into the concept of white privilege, past the unearned advantages and examine the harm privilege does to the people who have it. The goal is to enable white people to see it is something we need to work against to restore our humanity and everyone else's too. If we are to truly fight for freedom, equity and justice for all, we must first find it in ourselves.

**Connecting Adult Allies in the struggle for Equity and Justice
(Beginner/Intermediate)**

Facilitators: Sydney Pollack and Jacob Swindell-Sakoor

Lead by two college students, in this interactive workshop participants will discuss the differences between adultism and ageism while exploring what constitutes a successful adult ally. Through the examination of personal experiences and the presenters' stories we will work to define various situations along the spectrum of allyship as we strive together to dismantle white supremacy.

Courageous Conversation with Yusef Salaam (All Levels)

Facilitator: Yusef Salaam

Join WPC17 Keynote Presenter, Yusef Salaam, for a courageous conversation; he will tell his story, share clips from the Cp5 (Central Park Five) film and will conclude with questions from workshop participants. Don't miss this opportunity for a more intimate session with Yusef.

Creating Socially Just Organizations: Dismantling Institutionalized Racism and White Supremacy (part 1) (part 2) (Intermediate)

Facilitator: Kathy Obear

This is a 2-part session. Well-intended diversity initiatives often fall short of desired outcomes. While increasing awareness, most don't create significant, sustainable organizational change ~ much less dismantle the institutionalized racism and white supremacy inherent in most organizations. How can change agents create inclusive organizations through systemic, long-term culture change? Come explore promising practices and lessons learned from strategic organizational change efforts to create inclusive, socially just organizations. Participants will receive a workbook of materials to use as they create systemic, sustainable change.

Critical Race Theory: Equity and Justice (Beginner)

Facilitator: Adrien Wing

Critical Race Theory is a progressive movement within the law that focuses not only on theory, but also on practical legal and political solutions to racism and subordination. The workshop will use a critical race theory perspective to focus on how the law can deal with correcting white economic and educational privilege during the end of the Obama administration. It will emphasize achieving equity and justice with specific

reference to communities experiencing political and economic disempowerment and police brutality. There will be a special focus on the situation of women of color as well.

Dangerous Minds: Student Identity & Activism in a Climate of Hate (Beginner/Intermediate)

Facilitator: Bryant Smith

Dangerous Minds is a multimedia experience that seeks to answer the question, "what does it mean to be a student activist?" It is a historical examination of the student activist experience in America, including how contemporary events such as the death of Sandra Bland, protest at the University of Missouri, Trayvon Martin, Michael Brown, and Eric Garner all impact the narrative that America is post racial. Critically engaging in its presentation this program will have audiences re-evaluating their views on racism, equality, and social justice. Learning outcomes are: Critically examine the student Activist experience as a tool for fighting White Supremacy in the USA and abroad; Contextualize the incidents surrounding civil unrest as systemic in nature that are capable of being addressed by student activism; Teach student activists to clearly and simply articulate the rationale for their activism using concise language that is institutionally appropriate in higher education settings (particularly PWI's); Propose strategies for framing and addressing violence, policies, and criticism directed toward student activist; and Reintroduce student activism as core responsibility of being an educated citizen in a democratic society.

Debunking White Supremacy: A Formula for Eradicating Racism (Beginner/Intermediate)

Facilitator: Tim McGettigan

In his new book with Professor Earl Smith, *A Formula for Eradicating Racism*, Professor Tim McGettigan spell out a practical plan to end racism. The authors demonstrate that racism is a type of undemocratic social architecture that Americans can construct and dismantle by choice. McGettigan argues that, early in its history, the US intentionally dehumanized people of color so that white invaders could plunder the western hemisphere without moral qualms. Technically speaking, a crime is not a crime if it's committed against people who are defined as sub-humans. The most glaring example of democratic dehumanization is the 3/5 Compromise which, even to this day, fractionates the perceived merit of African Americans. In addition, the US denaturalized Indigenous Peoples, Hispanics, Asians and every other person of color via the Naturalization Act of 1790 -- which established that only free whites could be US citizens. Subsequently, the US has treated people of color like wartime enemies. The US still celebrates continent-wide genocide under the sacred banner of Manifest Destiny. Though it will never be possible to right such monumental wrongs, McGettigan maintains that the US can still dismantle America's architecture of racism. The US can re-humanize all those it has callously dehumanized by erasing the 3/5 Compromise and rescinding every other law, policy, superstition and practice which "suggests" that people of color are anything but 100% bona fide human beings.

Decentering Whiteness and Building Multiracial Community (Intermediate)

Facilitators: CSWAC; Robin Alpern, Bonnie Berman Cushing, Charley Flint, Justin Freitas, and Jeff Hitchcock

Our society is currently centered on white cultural values, and access to power and resources requires that people adhere to those values. This is an inherently unjust and inequitable condition in a multiracial society. One way to re-imagine this social structure and make the transition to one that is fair is to engage in a process of decentering whiteness. White culture, in other words, must become marginal, just as cultures of color currently are. The center of society needs to be replaced with multiracial values. These two goals are interdependent, and neither can be accomplished without the other. Attempts to make the center of US society multiracial will fail unless whiteness is itself decentered, and whiteness cannot be decentered unless an alternative set of values replaces its central role. This workshop will examine how whiteness can be decentered, what it means to build multiracial community, and the implications for current anti-racist practice in the United States. What will a decentered whiteness look like? What shifts need to take place in white organizational culture? How will decentering whiteness help us undo systemic racism? What skills will a decentered white person need? What are multiracial values and who decides? What sorts of personal transformations might people be called upon to make? We will look at these and other questions.

Decolonizing “Diversity” Initiatives in Education: An Equity Literacy Approach (All Levels)

Facilitator: Paul C. Gorski

In Gorski’s work with schools over the past 20 or so years, nowhere has white privilege and other expressions of liberal entitlement been more pronounced than in “diversity” initiatives that present the illusion of justice while ensuring the perpetuation of injustice. In this session we will discuss some of the “diversity” programs, policies, and initiatives that best illustrate this problem. Then, using the Equity Literacy framework as a guide, we will discuss the principles underlying a commitment, not just to “diversity,” but instead to equity and justice in schools.

Deconstructing Democracies: Decision-Making Structures and Whose Freedom Rings (Advanced)

Facilitator: Ilana Morris

Movements, organizations and groups all utilize a number of decision-making processes to achieve (or not achieve) democratic order. Within the context of a society based in white supremacy and privilege, this workshop will explore the ways that racism, sexism, ableism and all forms of oppression are re-manifested and recreated through a variety of decision-making processes and structures. Whether a group’s decision-making processes are hierarchical, utilize a three-fourth’s majority, Robert’s Rules, or are consensus-based – these structures determine whose voices are heard, what participation styles are rewarded, and ultimately, whose freedom is honored. We will explore these decision-making structures and collectively deconstruct how power and privilege operate within these structures (both directly and indirectly) and lead to outcomes that either support or reject the status quo of oppression and hierarchy.

Facilitator will facilitate discussion and offer decision-making tools for anti-racist outcomes, equity and social justice.

Deconstructing Dominant Culture or How to Work Effectively with White People (Intermediate/Advanced)

Facilitator: Shakti Butler

White space, white culture, white privilege—most of us at this conference understand and have deep experience of those concepts. But these are often new and difficult concepts for many white people, including those who are well-meaning. This workshop will focus on how we can do a better job of talking to white people. We need white people to understand that it is in their interests to dismantle white supremacy. We'll present some tools that are useful in helping white people move beyond guilt, fear and defensiveness and that can help institutions examine their systems that replicate white supremacy. These include: strategic questioning, equity and empowerment lens and film clips from *Cracking the Codes: The System of Racial Inequity* and *Mirrors of Privilege: Making Whiteness Visible*.

Dismantling Internalized Dominance and White Supremacy: Increasing the Capacity of Whites to Partner to Create Meaningful Change (Intermediate)

Facilitator: Kathy Obear

Too often well-intentioned whites (staff, teachers/faculty, administrators, activists, and other educators) interact in ways that perpetuate and model racist and white supremacist dynamics among their colleagues and those they serve. Most, if not all, whites have been socialized within white supremacist structures and have internalized messages and beliefs that white cultural values and practices are better and that whites are superior to people of color and those who identify as biracial or multiracial. Whether through conscious and/or unconscious actions, most whites act in ways that undermine effective partnering to dismantle institutional racism and white supremacy. In this highly interactive, reflective session participants will identify the types of behaviors and attitudes that maintain the racial/racist status quo in their organizations, explore strategies to dismantle internalized dominance and white supremacy in themselves and others, and identify effective ways to partner with whites and people of color to dismantle racism and white supremacy.

Ed Talk: Advocating for Racial Justice in Educational Settings (Intermediate)

Facilitators: Danielle Barker and Jamie Utt

In the world of education, interrupting White supremacy and race-neutral ideology is vital to building environments where all people can learn and express themselves fully. Unfortunately, though, finding effective ways to challenge privilege while inspiring anti-racist action is not easy in systems that are fundamentally built upon racism. This workshop will offer educators and education professionals who work in secondary and post-secondary contexts tools for engaging students and colleagues with unexamined privilege in hopes of inspiring more meaningful anti-racist action. Participants will leave this session with tools for how to break down the denial and defensiveness surrounding privilege, including how to interrupt a colorblind ideology, they will further examine how

to translate knowledge of privilege into antiracist action and will explore how collusion plays into the upholding of privilege.

Engaging in Anti-Racism as Asian Americans: My Story, Your Story, Our Stories (All Levels)

Facilitators: Hsiao-Wen Lo and Rosetta Eun Ryong Lee

Even now, in 2016, many see racism as a Black/White issue. Despite our increasing numbers, visibility, and influence overall, Asian American anti-racism activists seem fewer and far between. What is going on? Hear the stories of two activists and share your own. Discuss the challenges and opportunities of showing up in anti-racism spaces as who we are. Connect with other like-minded folks and build coalitions across affinity and differences. This session is primarily meant for those who identify as Asian Americans. However, we welcome any others who are willing to listen, learn, and build coalitions with Asian Americans in anti-racism.

Engaging the “Spiritual, but Not Religious” in Dismantling Privilege and Oppression (Intermediate)

Facilitator: Shelly Tochluk

Increasingly, people are re-imagining themselves in relation to their spiritual identities, moving away from religious dogma and searching for a spiritual path that resonates with their values. A large number of these individuals are white social progressives who advocate for the environment and feel a sense of interconnectedness with all beings while leaving racism and white supremacy unaddressed both within themselves and in their communities. How can we support this expanding group of people to recognize the connections between spiritual growth, the re-imagining of self, and racial justice? How can we entice this group into efforts to dismantle privilege and oppression? This workshop invites participants to consider tensions that exist between spiritual and racial justice principles. Through reflection and dialogue participants will discuss how these tensions manifest in ways that stop the “spiritual, but not religious” from joining racial justice efforts. Participants will then explore how to bridge the gap in order to improve cross-race communication and collaboration for justice. This session will be useful for people invested in promoting racial justice on campuses and in communities grounded in spiritual principles.

Engaging White People in the Struggle for Racial Justice (Part 1) (Part 2) (Beginner/Intermediate)

Facilitators: Dara Silverman, Meta Mendel-Reyes, Scott Winn, Betty Robinson, Morgan Bartz, Celia Kutz and Greg Elliott

The Movement for Black Lives and Obama's presidency have triggered a largely white racist backlash by the Tea Party, anti-immigrant organizations and conservative political commentators. More white people are needed to show up, speak out and work in collaboration with people of color across race, class and gender lines. In this workshop, we will focus on across the country in recruiting and engaging white people in racial justice efforts, working in alliance with organizations of color and bridging the class divide to specifically reach poor and working-class white people.

Everyday Whiteness: The Unspoken Nature of Cultural Racism

Facilitators: Toi Sing Woo and Bert Hopkins

This workshop will explicitly link Cultural Racism to White Supremacy. The session will critically examine and challenge the way that everyday aspects of White culture get accepted, normalized, and rewarded. We will focus on examples of actions that elevate White cultural norms and the performance of Whiteness in general, as well as highlight actions that denigrate and appropriate cultures of People of Color. We will also examine how People of Color and other marginalized groups participate in and support white culture and thus become complicit in maintaining a culture of White Supremacy. Participants will be given tools to challenge the everyday White Gaze and the opportunity to practice using these tools.

Everyone Should Be A Part of the Conversation: Creating Racial Affinity Groups in Schools (Intermediate)

Facilitators: Elizabeth Denevi and Mari Richards

This session will explore the steps required to launch and sustain racial affinity groups within a school community. We will discuss best practices for creating elementary, middle, and high school opportunities as well as adult groups. There will be a particular emphasis on white affinity spaces and how to address community questions and resistance. Please join us for this conversation as we explore why these spaces are an important component to educational equity and academic excellence.

Exiting the “White Liberal Chamber” (Beginner)

Facilitators: Emily Alicia Affolter and Sarah Ziv Rosman

“The White Liberal Chamber” is a paralyzing space where well intentioned, empathic allies get stuck. The chamber exists because of fear of failure, as allies are often afraid to act, not wanting to appear prejudicial or experience discomfort. Come explore exit strategies to transcend the “White Liberal Chamber”.

Exploring Our Identities & Privileges: Who We Really Are and Why It Really Matters (All Levels)

Facilitator: Rich Russo

What are your privileges? What are your social identities? How do these make you who you are -- and who would you be without them? This highly interactive, experiential workshop utilizes discussions, small group work, activities, and self-reflection. We will explore and challenge the value of our social identities and privileges - both in our daily lives as well as in the larger world. With focuses on Race, Ethnicity, Gender [Identity & Expression], Sexual Orientation and Age, this workshop will address multiple forms of oppression and privilege, especially White Privilege and Supremacy. This workshop will address the WPC17 theme ‘Let Freedom Ring - Re-Imagining Equity and Justice in the United States’ by asking participants to reflect on the role privilege plays in their own experiences with Access, Equity, and Justice.

Exploring the Interconnectivity of Capitalism and White Supremacy

Facilitators: Stephanie Baran and Alice Ragland

This presentation delves into the history of modern capitalism and its byproduct of white supremacy. We will not simply be discussing capitalism in its base definition of private ownership; in the context of this presentation, we are referring to capitalism as the exploitative neoliberal practices that have been used to maximize profit for a small number of wealthy individuals while perpetuating poverty and oppression for everyone else. We will examine the ways in which capitalism has historically been intertwined with white supremacy, from colonization and American slavery to the disgraceful state of workers' rights in this country, which disproportionately disadvantages People of Color. We will also explore the ways in which unchecked corporate power has undermined American democracy. We will discuss action steps for restoring democracy, promoting equity and justice, and creating a society that is free from the chains of economic exploitation.

Exploring White Privilege (Beginner/Intermediate)

Facilitators: Bob Amico and Gaston Dembele

This workshop will involve an interactive exercise designed to raise awareness about how white privilege and white supremacy operate in our daily lives. The participants will have an opportunity to share their insights with others and challenge themselves through a visioning exercise for re-imagining equity and justice.

Ferguson Now: A Community's 20-month Fight for Justice (All Levels)

Panelists: Cheyenne Green, Dasha Jones, Tyler Sowell and Travis Sowell, Michael Hassell, and Marcellus Buckley (The Ferguson Poet), Moderator: Chuck Modiano

The death of Mike Brown and reaction by Ferguson protesters sparked a nation-wide movement to promote police accountability and demand that Black Lives are valued and respected. While mass awareness has resulted, little justice has actually taken place in Ferguson despite a damning 2015 DOJ report exposing rampant racism. Officer Darren Wilson was still never arrested and raised hundreds of thousands of dollars. District Attorney Bob McCulloch was named "Prosecutor of the Year" by Missouri State Bar. Jeff Roorda, head of the St. Louis Police Association, has been elevated to regular cable news talking head. Hi-profile police killings of Kajieme Powell, Vonderrit Myers and others have not even produced *arrests* – let alone convictions. In this session, Ferguson Frontline activists from two local organizations, Lost Voices and Chosen for Change (founded by Mike Brown, Sr.) will provide a "State of Ferguson" update and what must happen moving forward to gain justice.

Fighting for Freedom against White Supremacy when you don't fit the Grass-Roots Activist Mold (Beginner)

Facilitators: Evonne Bilotta-Burke and Frankie Jader

What would the U.S. be like if the system of white supremacy collapsed? Imagine the strength of a movement if we called-in ALL who wanted to stand against systemic privilege? Now imagine that not all those individuals come with predilections to be grassroots - sign carrying - chant shouting - parade demonstrating, activists. What about people who want to be part of the movement against white supremacy, but find they don't fit that mold? How do we create a movement where ALL individuals have a

voice powerful enough to make a difference? This interactive session explores the idea of patterns / roles of activists who stand against the imbalance of power. The question, "What kind of an activist am I?" leads us to explore alternative ways of showing up in the world while taking a stand against the system of privilege. We will discuss these alternative roles and ask participants to think deeply about their own identity while adding other possible patterns that may be pulled from their own experiences.

Finding Freedom: Unpacking White Supremacy to Advance Social & Environmental Justice through Contemplative Practice (Intermediate)

Facilitator: Dena R. Samuels

Taking action is critical for the advancement of social and environmental justice. Action, however, is unlikely without the motivation prompted by self-reflection and awareness of the larger problem of white privilege, white supremacy, and oppression. This workshop introduces a framework for understanding these pernicious problems that are rooted in a legacy of abused power and domination, and offers contemplative practices that liberate us by transforming suffering in ourselves, in our relationships, and in the planet. The framework is rooted in Native wisdom, Eastern philosophy, and many ancient teachings that allow us to live healthy, culturally inclusive lives filled with freedom, connectedness, meaning, and purpose.

Fostering White Anti-Racism for Parents and Teachers in the K-12 World (Intermediate)

Facilitator: Ali Michael

Beverly Daniel Tatum wrote that there are traditionally 3 ways to be White: Ignorant, Colorblind or Racist. Given those three options, very few White people choose to self identify as White. Tatum says there has to be another option: the option of the anti-racist White ally. In a world where many White students respond automatically to "Black Lives Matter" with the cry "All Lives Matter," it's clear that we have work to do in fostering anti-racist understanding, alliance and action among White students. This workshop will support teachers and parents of White children to consider how to foster anti-racism among children (ages 5-18), including institutional strategies such as forming anti-racist affinity spaces. This competency in the next generation is critical to re-imagining justice and equity in the U.S.

Fundraising 101 (All Levels)

Facilitator: Javier Womeldorff

With economic and class privilege often walking hand in hand with other forms of privilege and supremacy, oppressed communities have long struggled to gain AND maintain the resources they need to break cycles of oppression. In the fundraising world, relationships matter, connections matter, and demonstrating your pre-existing capacity matters. These are factors that inhibit small, community-based, organizations from fighting oppression. While anyone can do a car wash, not many can sustain a fight against oppression on that revenue alone. Come learn tips for creating a strategy, avoiding common pitfalls, and soliciting large groups of people, foundations, businesses, and securing major, transformative, gifts from individuals who believe in the work you are doing.

Global White Privilege, Contemporary Middle East Politics, and Peace & Justice in the United States (Beginner)

Facilitator: Adrien Wing

This panel will discuss current developments in the Middle East region and how they fit into global notions of white privilege and to justice and equity in the United States. The issues to be discussed will include ISIS/ISIL, Iraq, Syrian Civil War, Israeli-Palestinian conflict, and issues related to the Arab spring and its aftermath. Late breaking events may affect the emphasis of the workshop. There will be an emphasis on action among diverse communities to seek peace and justice on this subject and in this region.

Growing Older – Ism's within Elder Abuse (All Levels)

Facilitator: Patricia Tosti

With the older population increasing exponentially, the fastest growing for those over 85 years of age, the incidence of elder abuse is also increasing. To add to this rarely reported and often over-looked issue, the intersection of gender, class and racial inequities compounds the problems for our most vulnerable adults. At least 30-40 years behind child protective services, it is essential that elder abuse take a forefront in policies, laws, and funding so that it is clearly understood and properly responded. Is elder abuse not important because of ageism? In this presentation, we will take a critical look at the ways older adults are targeted because of their age, vulnerability, finances and the perpetrators' intent to gain power and control. The last years of life should be filled with safety, integrity and respect, but our "system" is failing our loved ones.

Hip Hop and White Privilege (All Levels)

Facilitator: Aisha Fukushima

In this workshop we will take a musical journey in examining the ways in which hip hop engages in critical conversations on white privilege and oppression. By getting in conversation with the music of artists such as Macklemore, Lupe Fiasco and Promoe (of prolific Swedish hip hop group, Loop Troop) we will get to know some of the fundamental discussions going on in hip hop regarding systemic forms of white privilege in the music industry. From there, we will collectively start to reimagine how we might take action steps in creating a more liberated musical mainstream media landscape that honors the contributions of artists of color equally to those of white artists, and reflects the media we hope to consume. In the final half of the workshop participants of all experience levels (from first timer musicmakers to experienced creatives) will be invited to collaborate together in making a collective freedom song that puts the ideas we developed in the first half of the session into action. This workshop will engage in practical songwriting skills for social justice, as well as pedagogical practices for students and teachers alike to walk away with tools of empowerment through beats and rhymes.

How do I respond to that? Developing tools for responding to microaggressions when you are the witness, perpetrator, and target (Intermediate)

Facilitator: Amie Thurber

Living into the principles of equity and justice requires that all people have the skills and capacity to interrupt white supremacy, white privilege, and other forms of oppression.

Microaggressions—the seemingly small, ostensibly singular manifestations of oppression—permeate our lives. And while the deleterious effects of these everyday injustices are well documented, many people do not feel they have the skills and capacity to intervene in these instances, particularly in ways that maintain strong relationships with students, colleagues and/or clients. Furthermore, too often discussion of responding to microaggressions assumes the responder’s position as *bystander*, ignoring the ways we may also *perpetrate* or be *targets* of injustice. An intersectional approach is needed to understand the distinct considerations of responding to microaggressions (including our own social group identities and the identities of others). After offering some guiding principles for effective interventions, this interactive session will guide participants to identify and work from their own experiences to practice intervening from three key social locations: that of perpetrator, witness, and target. This session aims to create a learning community wherein people can build their capacity to respond effectively to microaggressions, and deepen their commitment to taking action to interrupt the everyday manifestations of white supremacy and oppression.

How do we talk about white supremacy, white privilege and others forms of oppression, for real? (All Levels)

Facilitators: Chris Haigh and Tanya Williams

In workshops about white supremacy, white privilege and other forms of oppression, have you had participants: focus only on marginalized identities? Insist that they don’t have privilege because they don’t “feel powerful”? Confuse white supremacy with white supremacists? Focus only on the individual level? Focus solely on race but ignore class, religious or other forms of privilege? This interactive session will ask participants to address these and other unique dynamics around addressing privilege. Focusing on facilitation skills, this session will include tools for reframing participants’ resistance to owning their privilege and an opportunity to discuss specific facilitation challenges.

How mass media perpetuate systems of power, privilege and oppression and how a media literate population is the first step toward change (Beginner)

Facilitators: Erin McNeill and LaTierra Phipps

Media Literacy education is empowering, and critical to a future of racial equality. In this workshop you’ll learn how media shapes society and perpetuates negative attitudes, and how media literacy can lead to changed attitudes, behaviors and actions, and is critical to any social justice movement. You’ll learn how media literacy empowers people to be aware of media stereotypes and talk back to media. We’ll teach you skills you can apply in your life every day. You’ll also learn what Media Literacy Now is doing to pave the way for media literacy education and how you can help.

How Music and Sports Promote Privilege, Resistance, and Justice (All Levels)

Facilitators: Jasiri X, 1Hood and Chuck Modiano

The death of Michael Brown at the gun of Darren Wilson sparked international protests, calls for revolutionizing Police Departments, and broader demands that Black Lives Matter in all aspects of life. From protests ranging from famous musicians and athletes to local organizers, workshop participants will learn how music and sports has and can continue to play a crucial role in building this movement. Various expressions of

resistance and privilege will be shared, and participants will learn how they can creatively organize in fighting against police terror back home where they live.

How the Model Minority Myth Perpetuates Anti-Blackness (Beginner)

Facilitators: Toi Sing Woo, Susie Mechtel and Joanne K. Reeck

This workshop will take the Model Minority Myth one step further into how the myth upholds white supremacy and reinforces anti-blackness within Asian communities. Additionally, we will cover how this myth reinforces internalized racial oppression within Asian communities and turns us against other racial justice struggles. Finally, the workshop will provide strategies to support the #blacklivesmatter movement and towards our own liberation against model minority myth.

How to Confirm Sundown Towns and then use that Information to Help them Transcend their Racist Past (Beginner)

Facilitator: Jim Loewen

Kids as young as fifth grade (in Ohio) and as old as 85 (in Indiana) have confirmed towns and entire counties as all-white on purpose. This workshop tells how to do so and what to do with the information once you have it. Towns that are no longer sundown -- that is, they now allow black families -- still suffer from second-generation sundown town issues, so they may need to take the "Loewen Three Step Program" to get over it.

How to Explain White Privilege and Power Dynamics to Skeptics in Less Than an Hour (All Levels)

Facilitator: Debby Irving

Ever feel like you're just on the cusp of an organizational or conversational breakthrough only to be asked something like, "Is white privilege a real thing?" or "Isn't this really more about class?" Without a shared framework to understand the history and dynamics of power and privilege, institutional change can remain stuck in our mission statements, the land of best intentions. Learn about two tools to help shift your community from well-meaning to well-doing. Participants will be introduced to a community-built graphic illustration that makes visible the range of white supremacist social locations. The graphic then allows for an exploration of common dominant white cultural attitudes and behaviors that maintain social roles and power dynamics. This presentation includes pauses for reflection, dialog, and Q&A.

How to Locate Whiteness Norms and Replace them with Equity Norms (Intermediate/Advanced)

Facilitator: Jennifer Chandler

Examining Whiteness norms that we are colluding, colliding, and contending with can help us discover the places where equity norms could replace Whiteness norms. This workshop allows participants to identify the Whiteness norms through examining their collusions, collisions, and contentions and then move to identifying replacement equity norms.

How to STOP Brothers from Killing One Another (All Levels)

Facilitator: Walter Smith

The workshop will consist of briefly highlighting the root problem to the demise of Black males in America and then outlining a plan and strategy that will produce positive, result oriented change. Smith will outline a five part plan that can achieve that goal. It is time to STOP talking about the problem and START taking simple steps and action towards better educating our youth, especially males, thus, creating a Reading Revolution and an Universal Rites of Passage that inspires respect, unity, and collective work and responsibility.

I'm a Good Person! Isn't That Enough? (All Levels)

Facilitator: Debby Irving

Using historical and media images Debby examines how she used her white-skewed belief system to interpret what she could see and hear. Socialized within the white American knowledge system full of errors and omissions, she spent decades silently reaffirming harmful, archaic racial patterns instead of questioning the racial disparities and tensions she could see and feel. This workshop is designed to support white people in making the paradigm shift from 'fixing' and 'helping' to focusing on internalized white superiority and its role in perpetuating white supremacy at the individual, interpersonal, institutional, and cultural levels.

I Know Why the Caged Bird Sings – Empowering Women of Color (All Levels)

Facilitators: Vernā Myers and Ritu Bhasin

In most current dialogues around diversity and inclusion in the workplace, one key group is being neglected: Women of Color. Most often, these dialogues examine racial/cultural and gender differences as two separate areas of focus, missing the intersection of these core identities. To truly foster inclusive environments, it is crucial that we examine the intersection of gender and race. This interactive session will discuss: key biases and blindspots that Women of Color experience; how to heal the wounds of internalized racism, sexism, bias, and oppression; key strategies that Women of Color can embrace to advance in their careers, including the importance of authenticity; and the power of leveraging allies for development.

Identifying White Supremacy through Microaggressions: Pathways to Equity and Justice (Beginner)

Facilitators: Emily Alicia Affolter and Suzie Hodges

Utilizing Sue and colleagues' (2007) racial microaggressions framework, participants will develop an understanding of microaggressions as a tool of White supremacy and systemic racism that reinforce existing hierarchies of power and privilege. Through identifying experiences of both victims and perpetrators, this workshop will push participants to explore microaggressions through concept mapping. We will workshop microaggressor action strategies that focus on intent versus impact, racial socialization, as well as intra and interpersonal growth for equity and justice.

If These Walls Could Talk: Revolutionizing Mental Health (Intermediate)

Facilitators: Rhea Almeida, Lisa Dressner and Theresa Fuller

What would the face of equity and justice look like if the suffering were treated by dignified systems of care? Bereft of ethics and accountability, the institution of mental

health, physicians, and Big Pharma collude around corporate greed. This workshop will outline the colonization of the mental health system, which like the educational system and numerous other systems has become a means of perpetuating white supremacy, capitalism and patriarchy. The presenters will offer an alternative model of liberation-based healing, based on a framework of intersectionality that embraces multiple identities of race, class, gender, ableism, and sexual orientation. Rather than medicating the masses, clinical vignettes will be offered to demonstrate how healing and transformation come from raising critical consciousness, holding individuals and systems accountable and strengthening empowered communities to work toward equity in their personal and political spheres.

Interrogating Whiteness through Communication, #SelfCare, and Finding Your #CREW

(Beginner)

Facilitators: Suzie Hodges and Lyzz Wright

Self-care is imperative for those invested in work involving the interrogation and analysis of white supremacy and institutional racism. This workshop will focus on the necessity of having a group of people that can provide support, push thinking, and lead to improved communication skills when working towards justice and equity. By focusing on conversations where we are bombarded by white supremacist agendas daily, we will examine how to effectively communicate thoughts on race, equity, and whiteness, while keeping self-care and support networks at the center. Through interactive discussions and collaborative scenario analysis we will promote the need of a support network to both communication and self-care.

Intersectionality and Disability: Working towards Equity and Justice (All Levels)

Facilitator: Lori Dowds

Disability is a human condition. It is said everyone will become disabled at some point in their lives, if they live long enough. Yet in the identification of groups who are discriminated against, disability is often a last minute add on. Disability is essential to an intersectional perspective and is connected to the maintenance of white supremacy. Our mainstream culture teaches us that to be disabled is to be less valuable than other people. In this workshop we will explore identity with regards to disability and how narratives of pity shape our collective consciousness.

Is This Equitable?: Experiential Learning Activities to Confront White Privilege and White Supremacy (All Levels)

Facilitators: Nina Sethi and Gabby Arca

This session uses student-based, critical thinking as a theoretical lens, while supplying tangible activities that you can take back to your classrooms. Employing questions from our students, we will guide you through how we developed a classroom community that spent the entire year pushing to recognize white supremacy, white privilege and other forms of oppression through examining institutional bias and attempting to understand different perspectives. You will participate in two simulations used to spark realization and understanding of bias in different ways. You will experience two tangible activities that you can take back to your practice. You will also engage in one way to set up the

foundation for a classroom community dedicated to social justice work, pushing to recognize and challenge white supremacy, white privilege and bias in our society. These activities developed from student-based questions that have guided our year like, "Whose voice is being heard?" and "Is this equitable?" One activity highlights internalized stereotypes, and the other simulates the effects of privilege conferred by race and wealth.

Jews, Race and Class: How it's all connected (Beginner/Intermediate)

Facilitators: Paul Kivel and Dara Silverman

In this workshop, participants will learn some of the history of Jews in the West, the particular position Jews have been used in reinforce the power of Christian elites, and how racism, classism and anti-Jewish oppression have been used to separate Jews and likely partners. Through activities, discussion, individualized and small group work, participants will develop a clearer understanding of the role Jews have played in racial and economic justice movements and the potential for collaboration and partnership across racial, ethnic and cultural lines.

Karate Chops, Geishas, Nerds, & the Asian Invasion: Reflections of a Korean Adopted American (All Levels)

Facilitator: John Palmer

Target audience: Community members, parents, teachers, and students

Many Americans strongly believe that Asian Americans are the "model minority" and thus do not suffer from racial discrimination and oppression. Moreover, Asian Americans are not typically considered "real" Americans due mainly to being depicted in the media as the forever foreigner (i.e., speaks English with a strong "Asian" accent, masters of martial arts, submissive and exotic women, unaccustomed to "American" culture, and overall a basic "nerd"). By taking a closer look at these stereotypes, I hope to show how these stereotypes have caused not only anguish within the Asian American community, but have also upheld the belief that Asian Americans are second-class citizens. Through an in-depth investigation into the stereotypical portrayals of Asians and Asian Americans in the American mainstream media and the impact these stereotypes have had upon my life as a Korean Adopted American growing up in a predominantly white and culturally white environment, I hope to inform the audience how stereotypes damage and limit one's identity. More importantly, I intend to provide the audience with a "model" in which we can self-empower our identities and ultimately challenge oppression that stems from these stereotypes.

Laughing out White (superiority) (Intermediate)

Facilitator: Jacqueline Battalora

Because laughter is such a powerful healer and holds transformative potential, we will seek to exploit its power to contest white supremacy and white privilege. This is an experimental session within which participants will identify a lesson, a history learned, a conceptual framework developed, an understanding garnered from WPC and then use these nuggets of insight and information to consider how we might use humor to convey them. Participants will draw upon the formulas and tactics for humor used by some of our cultures most influential comedians, to present cultural critique and historical insight. Come ready to work hard and laugh out loud!

Let Freedom Ring: Change the (White) Rules of Engagement (Beginner/Intermediate)

Facilitators: Christine Saxman and Robin DiAngelo

In order to “*let freedom ring*,” white people need to develop the skills to move beyond white fragility and into transformative action. Feedback on our inevitable but often unaware racism is essential to building these skills. Yet so many of us insist on a set of requirements or “rules” for giving us feedback. These rules protect racism by making it impossible to engage in the necessary dialogue and self-reflection that can lead to real change for *equity* and *justice*. In this workshop, we will use DiAngelo’s work, “White Fragility: The Rules of Engagement” to examine how these rules function to *defend racism*. We will *re-imagine* an alternative paradigm for more open and constructive cross-racial engagement in order to achieve *equity* and *justice*. Please read “White Fragility & The Rules of Engagement” prior to the session (<http://tinyurl.com/nwmsnv2>).

Let Freedom Ring: The Montgomery Bus Boycott and Moving Beyond the Bus (Beginner)

Facilitator: June Christian

Beyond the Bus is a special publication from Teaching Tolerance's Teaching the Movement initiative. It combines key elements from resources developed over the past five years, including the Nine Essential Areas for Civil Rights Education, to help educators recognize and fill instruction gaps in civil rights education. The 60th anniversary of the Montgomery Bus Boycott offers educators a special opportunity to teach about the individuals who acted collectively alongside Dr. Martin Luther King, Jr. and Rosa Parks as well as the tactics activists used to take on racial injustice. This resource is intended to enable students today to work collectively to overcome privilege and supremacy and to reimagine equity and justice in the current civil rights movement. This workshop will provide materials critical to complicating what we know and think about Rosa Parks, the Montgomery Bus Boycott and the civil rights movement.

Let’s Talk!...About White Privilege (Beginner)

Facilitator: June Christian

Let’s Talk! helps teachers structure classroom conversations about race, racism, and white privilege. We will review multiple strategies to scaffold difficult conversations in the classroom with particular attention to race and white supremacy—understanding that the same strategies and practices can be used to structure conversations about class, gender, sexual orientation and other oppressions that may be difficult to talk about in class. This will be an exceptionally interactive workshop that will give participants strategies to take back to the classroom to discuss race, racism and other forms of oppression with their colleagues and students.

Liberation and Anti-racism work: Leading in Cross-Racial Teams (Intermediate/Advanced)

Facilitators: Darlene Flynn and Robin DiAngelo

This experienced cross-racial training team will lead a workshop that focuses on the racial dynamics within a training partnership, using an approach that models and deepens anti-racist leadership work. They will explore patterns of dominance and

oppression, and strategies for challenging them that are intentional, preemptive and strategic about interrupting racism when working cross-racially. Using practice scenarios, participants will have the opportunity to explore common challenges, both within the training team and in relationship to group power dynamics when they are leading.

Multicultural/Anti-Racist Educators Tolling the Bells of Freedom in a 21st Century Globalized Society: Taking on the Resisters, Listening to the Critical Challengers, and Preaching to the Choir

Target audience: *Teachers, students, and community members*

Facilitator: John Palmer

Throughout the years multicultural education has encountered its fair share of critics and resisters. Moreover, even though the main goal of multicultural education is based upon the belief of total school reform that creates greater equity, justice, and opportunity for all students; multicultural policies have remained on the periphery of the school curriculum and pedagogy. Thus, through a critical look at our schools we are able to illustrate how white supremacy, white privilege, and other forms of oppression are evident on a daily basis. In this workshop, Palmer first addresses where these forms of resistance originated from and how he, as a professor in the field of social and cultural foundations of education, have managed to teach anti-racist/anti-oppression at a predominantly white and economically elite and privileged university in the United States. Specifically, the culturally responsive pedagogy outlined in this presentation is partially supported by the research data collected through the sponsorship of WPC.

Native Music 101 (All Levels)

Facilitators: Dennis Zotigh (Kiowa, Santee Dakota and Ohkay Owingeh Pueblo) and Ralph Zotigh (Kiowa)

Enjoy an educational and entertaining perspective of Native music and history through *Native Music 101*. This presentation takes you through history from creation stories to the present while including an array of live Native music as you journey across North America from Alaska's Pacific Coast to the Swamps of the Southeast United States. This is a new and innovative way of learning compelling stories of numerous tribes and policy affecting Native peoples. It concludes with an interactive question and answer period. This presentation recently debuted at James Madison University in Virginia and will take place next at Elon College in North Carolina.

Nativism 101: How the Anti-Immigrant and Anti-Muslim Movements Are Working to Turn Back the Clock on Racial Justice—And What We Can Do (All Levels)

Facilitators: Kalia Abiade and Lindsay Schubiner

Over the past year, anti-immigrant and anti-Muslim sentiment has burst onto the national stage in a deeply troubling way. Behind this new wave of nativism are organized movements that have long been working to promote hostility toward immigrants, Muslims, and refugees and influence policy on the local, state, and national levels. This session will provide an opportunity to learn about the organized anti-immigrant and anti-Muslim movements in the U.S., including their leaders, goals, strategies, and capabilities, along with the intellectual roots of their movements.

Participants will also learn about successful work to push back against nativist movements and strategies they can use in their own communities to stop hate.

“No Freedom Unless We Call Out the Wizard Behind the Curtain: Critically Addressing the Corrosive Effects of Whiteness in Teacher Education and Professional Development” (Intermediate)

Facilitator: Heather W. Hackman

This session is born out of too many conversations, consultations, and assessments regarding teacher education’s lack of critical race accountability and racial justice preparation for our future teachers. While the nation continues to turn its concern over racial disparities in our schools toward teachers and administrators, this session contends that not nearly enough accountability is leveled at teacher education itself, and particularly the whiteness that undergirds its longstanding practices. To be sure this is not 90 minutes of finger pointing and criticism. It is, however, a place where 1) we can have some honest conversations about the specific failings of current teacher education systems regarding racial justice, 2) critically examine how their White liberalism supports racism and whiteness in our E-12 settings, and 3) identify concrete changes for teacher education in order to prepare teachers to truly serve all students in a racially complex society. This session is not focused on the canaries in the coal mine such as “the gap” or “recruitment and retention”, but rather looks more deeply at the way race (the racial narrative), racism (systemic targeting of People of Color / Native people) and especially whiteness (white privilege and white supremacy) undergird the core of teacher education and, if left unchallenged and unchanged, will forever deny teacher education a racially just pedagogy. The content in the session stems from over twenty years working in higher education / teacher education settings as well as in-service professional development settings, and is offered as a starting point for critical dialogue within the session. This workshop is best suited to those connected to P-12 education, teacher education or educational reform, and who have a solid foundation in critical race, racism and whiteness content.

None Of Us Is Perfect!! There Are No Experts! This is messy stuff. Let's do it anyway! (All Levels) TWO PART WORKSHOP

Facilitators for Part One: Roberto Schiraldi, Shelley Krause, Caroline Clark and Linda Oppenheim

Facilitators for Part Two: Maria del Carmen Rodriguez, Roberto Schiraldi, Joyce Inspira Williams and Aisha Jabbar

This work is too hard to do alone. We need many allies! This two part, heart-centered, interactive program is a collaboration between two organizations, Not In Our Town (NIOT), and The New Jersey Association for Multicultural Counseling (NJAMC). It will provide an in-depth, interactive exploration of how to “broach” the topics of racism and white supremacy with ourselves and others, and demonstrate the power of individuals and organizations in collaboration.

Oppositional Messaging: How to Marginalize your Opponents while Uplifting your Values (All Levels)

Facilitators: Lindsay Schubiner and Kalia Abiade

Organized nativist activists, along with their legislative allies and supporters in the media, use sophisticated messaging platforms to advance their bigoted agenda. Pushing back in this political climate requires effective, consistent messages to marginalize your opponents, frame the issue based on your vision and values, and reclaim the debate. This session will teach strategies and tips to effectively use oppositional messaging in your work, regardless of your issue and your opposition.

Our Minds, Their Messages (Beginner)

Facilitator: Sydney Pollack

Did you know the average American spends *three years* of their life watching television commercials? Then add in on-line ads, billboards, magazine ads and messages from family and friends...What impact does this have on us? This interactive workshop will examine the messages we are force fed, specifically focusing on which people and which bodies are valued. We will explore the importance of increasing awareness about how these constant subtle messages affect us, while engaging in self examination, looking at media examples, and participating in an activity. This workshop provides participants with tools they can use in educating others in their schools, families, and communities as we try to reimagine what justice and equity might look like.

Planting Seeds of Equity and Justice for Youth (Beginner)

Facilitators: Diana Melendez and Stephanie Carpizio

Youth represent one of our most valuable resources in creating equity and justice. For youth of color, the systems that host their daily lives, like education, social services, law enforcement, etc. are also the same systems that frequently disregard the dignity and human spirit that these youth bring with them. This workshop will offer opportunities for building critical consciousness and strategies of resistance that interrupt white supremacy, power and privilege while reclaiming identities of strength and resilience towards freedom.

“Problem Women of Color”: Re-imagining our Freedom from Institutional Oppression (Intermediate/Advanced)

Facilitators: Darlene Flynn, Senait Brown, Gabriella Sanchez-Stern

This workshop will examine the “Problem Women of Color” chronicle of under-represented women in organizational settings to deepen understanding of how institutionalized white supremacy perpetuates an oppressive cycle for women of color. As three women of color, the presenters will bring their combined decades of community and institutional racial justice work experience; participants will have the opportunity to explore their own observations and increase awareness of racialized patterns of behavior that stand in the way of creating justice for all.

Race, Debt, and Power: An examination of the legislated choices that have extracted wealth for white supremacy

Facilitator: Reverend Susan McCann

Economic systems have extracted wealth from people of color since the first arrival of Europeans to the indigenous led America. This pattern of wealth extraction was intentional and has continued throughout our history. The white supremacy culture that

allows wealth extraction is perpetrated by daily choices that allow privilege to reign in our systems, institutions and even families. We can make different choices. Low income communities across race were intentionally separated through legislated wealth extraction to use racial fear; this session will provide historical context and focus primarily on the system today that is legislated to allow triple digit interest rate lending that especially targets women of color. The case study of payday lending in Missouri will be highlighted through the lens of a community organizing campaign that has developed a values narrative and grassroots campaign to change this trajectory. There is a unique national moment that your voice can impact through story gathering in favor of strong rule making for the Consumer Financial Protection Bureau.

Racial Equity Teams Re-imagine Equity and Justice in a Large Inner City School District (Intermediate/Advanced)

Facilitators: Bernardo Ruiz, Fran Partridge, Anita Garcia Morales and Abraham Rodriguez-Hernandez

Participants will explore how a large public school district begins the work to fight white supremacy and institutionalize racial equity in education, through the collaborative development of racial equity teams in 30 schools. In this workshop, we will explore an example of how a large school district can implement a transformational paradigm shift by recognizing white privilege and issues of inequity. We will share our steps, as we continue our journey in the implementation of Equity and Justice in Seattle Public Schools. We will explore professional strategies, practices, vision, policies, and the story of fighting white supremacy in Seattle Public Schools (SPS).

Racial Literacy Reflections: Youth Buffering Rejection through a Racial Trauma Magazine (All Levels)

Facilitators: Howard C. Stevenson, Kelsey Jones, and Jason Javier-Watson

This workshop will focus is on how to talk to youth about racial trauma. Includes participation from high school sophomores involved in a project called Reflections. Reflections is a racial trauma magazine designed by Dr. Kelsey Jones. The first issue is near completion. The audience will hear from the high school staffers who have constructed the magazine under Dr. Jones's and Dr. Javier-Watson's leadership and read excerpts from the Reflections magazine. The focus of the conversation with the high school staffers and our interview of them will be about how working on the magazine has helped in their management of racial rejection in school and life. They have also been involved in our construction of teacher racial literacy professional development.

Rainbow Freedom Rings: Re-Imagining LGBT Equity at WPC (All Levels)

Facilitators: Stephanie Puentes, Jordon Johnson and Storme Lynn

In this session we will look at LGBT equity within The White Privilege Conference with a focus on personal accountability and authenticity in our relationships with each other. In a shared queer space, bringing the intersection of our other social identities; we will explore, with workshop participants, what it looks like when rainbow freedom rings.

Re-entry after WPC: Caring for self and preparing for action after the conference (All Levels)

Facilitator: Stephanie Puentes

Whether you are attending WPC for the first time or you've been to all 16 conferences, the WPC experience is unlike any other conference you've attended. The community we create is loving, challenging and unique. But what happens when we return home to our families and communities who didn't attend the conference? In this workshop we will explore the impact of our WPC experience and look at specific actions we can take to minimize the shock of re-entry and maximize the benefits of our experience.

Re-Imagining and Transforming Your Race Story (All Levels)

Facilitators: Susan Naimark and David Hunt

To re-imagine equity and justice in the United States, we must first revisit the origin of the American story of race and its impact on our families' respective journeys. This session will allow participants to explore the race story that is playing out in their lives and its' origins, and begin re-imagining and transforming their personal racial justice story. RACE is so deeply embedded in our lives that it appears to be the natural order of things. We must actively challenge that notion, both inside of our own thinking and in our interactions with the world around us. The tool used to create, maintain and expand the false notion of race is story. RACISM is not about how you look, it is about how people assign meaning to how you look, and the impact of this on your life experiences and opportunities. This meaning, too, is assigned through the use of story. In this workshop, we will use the power of story to transform our relationship to race, racism, and white supremacy.

Re-Imagining Social Justice: 10 myths that hinder equity and inclusion (Beginner)

Facilitator: Vernon A. Wall

The term "social justice" is being used (and misused) on college and university campuses more and more these days. What exactly is social justice? What is a socially just community? What are the characteristics of a campus community committed to social justice? How do race, racism, whiteness & privilege fit into the social justice conversation? In this program, the 10 myths of social justice will be shared as well as a questionnaire that can be used to gain insights into your campus' commitment to inclusion, equity and social justice. "Injustice anywhere is a threat to justice everywhere!"

Reimagine Justice To Actively Oppose Hate Groups - and Hate (All Levels)

Facilitator: Lonnie Lusardo

Today more than 60% of hate crimes are unreported, mainstream media cover only the most violent hate cases, and FBI statistics on hate crimes are far below the real numbers. This workshop examines how white supremacists and neo-Nazi groups recruit and carry out atrocities against black Americans, Jews, Muslims, LGBTQ people and immigrants – all with little public resistance. Workshop activities are designed to imagine ALL hate crimes are reported to police, mainstream media cover ALL hate assaults, and FBI data accurately reflect the number of hate crimes committed every year.

Reimagining Equity within Institutions: Moving Beyond the Individual (Intermediate)

Facilitators: Chris Haigh and Tanya Williams

Exploring and examining whiteness, inequity, and systems of oppression within organizations can be quite an undertaking. Understanding the intersections between institutional policies and culture can transform that process and move both individuals and the institution forward. This workshop will provide frameworks for examining institutional culture and whiteness and will also help participants understand how individual training and transformation is also necessary to affect change in organizations.

Re-imagining Whiteness in Equity and Justice Movements: Embodying Loss within the Self for White People (This workshop is specifically for White People) (Intermediate/Advanced)

Facilitator: Jordon Johnson

Loss is a critical element to explore in understanding white supremacy, white privilege and moving toward equity and social justice. Along with exploring loss, forgiveness will be integrated throughout the workshop that encourages a deep embodiment of a sense of self. A dominant white narrative continuously presses down on all of us. For white people, this narrative has impacted our connections with one another. Over the course of history, language has been crafted to articulate how this narrative is impacting our relationships with other people. However, language has also hindered the possibility of fully understanding the impact of this dominant white narrative on white peoples connection to self and others. This is an experiential workshop that offers a crevice to deeply examine the influence of whiteness within our work as educators, advocates, consultants, and other professions. Participants will be challenged to delve into the depth of connection and emotions needed to re-imagine equity and justice in the United States.

Resisting White Cultural Dominance: Developing White Racial Consciousness to Foster Equity and Justice in Schools (Intermediate)

Facilitators: Benny Vasquez and Randy Clancy

Professional development aimed at addressing racism in schools often portrays racism as a set of challenges faced by People of Color, leaving white people to focus their lens outward toward “the other.” White teachers have a crucial role to play in addressing the many manifestations of racism in education; to be effective antiracist educators they must develop the skill of turning the lens inward to focus on whiteness. This process of building racial self-knowledge is both challenging and critical for white people who hope to take effective action against racism.

Storytelling for Systemic Change (Beginner/Intermediate)

Facilitators: Jondou Chen, Gail Cruise-Roberson, Emmy Howe, Emily Style and Daniel Cohen

Storytelling - and specifically telling our own stories - links individual experience with systemic power dynamics including white privilege and white supremacy. Members of

the National SEED Project staff will model three exercises in which participants testify to the process of their own racialization, *i.e.*, being made to see and locate themselves and others in world in which race is seen to be real. When processed collectively, these testimonies allow us to work toward the freedom of self-understanding, restorative justice, and systemic change for equity.

Strategies for Challenging White Supremacy, White Privilege, and Oppression (Advanced)

Facilitators: Daniel Escalante and Carla Mestas

In this highly interactive, challenging, and practical workshop, participants will explore different approaches to dismantling white supremacy and various forms of oppression. Participants will discuss ways to take action using their knowledge and understanding of white supremacy, privilege, and oppression. Participants will leave the workshop better equipped to effectively deal with challenging situations that they are bound to encounter as change agents. In a nutshell, we will discuss ways to fight smarter, not harder.

Talking About Race and Racial Privilege: Re-Imagining Discussions on Difficult Topics (Beginner/Intermediate)

Facilitators: Robin Parker and Toi-sing Woo

How can we “re-imagine” discussions about race and racial privilege? Race has been called the “great American obsession.” Yet conversations about race in the United States usually will be superficial if they happen at all. Without the ability to have productive conversations about race and racial privilege, people will continue to find it impossible to critically analyze racial ideologies, increase their compassion for others, address implicit bias, and dispel racial stereotypes and misinformation. In this workshop, participants will explore why race conversations are difficult, and learn practical techniques they can use to initiate quality conversations about race in family, community, and work settings. In keeping with the conference theme, we will strive to spark new insights on a critical issue affecting equity and justice in our society.

Teachers as Activists and Activists as Teachers: Dismantling white supremacy, privilege and oppression in the classroom (Intermediate)

Facilitators: Shemariah J. Arki and Alice Ragland

This session aims to help educators dismantle the inadvertent racism in our educational settings that exists when we fail to address issues of white supremacy, privilege and oppression in the classroom. Failure to discuss these issues perpetuates the cycle of oppression, and the k-12 U.S. Educational system as a whole has been a bastion of injustice as a result. In order to reverse this trend, we will provide a how-to session about discussing the difficult topics of white supremacy, racism, sexism, heterosexism, and other systems of oppression with students of all ages. When students are made aware of these issues, not only will equity begin to be practiced in the classroom, but our youth will be more inclined to be change agents and to join the fight for liberation for us all.

Teaching While White: Framing a Professional Development Program on Racial Identity & Antiracism (Beginner)

Facilitators: Elizabeth Denevi and Mari Richards

This session will look at how PreK-12 schools can develop comprehensive professional development programming that will both build collegial relationships and strengthen student/teacher commitment to a more equitable and antiracist learning environment. We will discuss how to begin a conversation about whiteness in schools that focuses on racial diversity as academic excellence in the classroom. Then, we will discuss strategies for skill-building so teachers can become more agile and able to address issues of whiteness, privilege, and racism with each other and their students.

Tipping Points Towards Racial Justice: The Role of the Artist in Lifting the Veil of White Identity (All Levels)

Facilitator: Jean Caiani

What can motivate white people to change their belief systems and engage in institutional and collective change? Which educational approaches can be used to awaken and inspire this deep shift in thinking? We know from the history of social movements that privileged people can be affected in deeply emotional ways to transform themselves and join the movement for racial justice. This session will explore the ways artists, in particular the work of author James Baldwin, can influence white people today to reach this tipping point -- to engage in deep self examination leading to collective action.

The Body Already Knows: A Re-Imagined Framework for Dismantling Race, Racism and Whiteness and Achieving Racial Justice (Intermediate)

Facilitator: Heather W. Hackman

What stops any of us from taking action, what hampers our courage, what slows our resistance to injustice? This workshop is based on two key ideas: The first is that the creation of Race (and the system of racial oppression it supports) serves to unnaturally divide us from each other and disrupt our inherent human connection. The second is that the 50 trillion cells in our bodies already know how to live in just and supportive community and these patterns can serve as a powerful framework for uprooting Whiteness and achieving racial justice. Thus the dismantling of Race, Racism and Whiteness is not an idea or reality we “work toward” but rather a pathway that helps us all “come home” to our rightful human interdependence. And it is in the space of this interdependence, rooted in our bodies’ own knowledge, that we can find the deep sources of racial liberation and healing.

The Evolution of Community Organizing and a Path Forward: How white privilege has impacted the power of communities to break through the status quo (Intermediate)

Facilitator: Eva Creydt Schulte

Community organizing as a profession and practice in moving power toward communities of color and low income neighborhoods is in a process of transformation. Movement moments led by young leaders in Ferguson, Missouri and narrative power builders like #BlackLivesMatter have positioned a new moment for leaders and organizations who are serious about rebalancing power and creating communities of inclusion across our country. This session will focus on the diverse manifestations of

community organizing highlighting Missouri and indigenous leader led community organizing. It will also equip participants with basic principles to build or re-center a community organizing effort in their community. Organizing practices for moving from an 'invisible organizer' syndrome to an 'emancipatory practitioner' actualizer will be provided.

THE NEED FOR—AND BARRIERS TO—ETHNIC STUDIES IN PREDOMINATELY WHITE SCHOOLS: Ethnic studies benefit students of Color and White students alike. Unfortunately, ethnic studies in predominately White schools face a significant barrier: White people (All Levels)

Facilitator: Jon Greenberg

The benefits of ethnic studies for students of Color are well documented. The now-banned Mexican American Studies (MAS) program, for example, dramatically reduced racial disparities in public education and stemmed the school-to-prison pipeline. Since the attack on MAS, communities have successfully organized for increased ethnic studies, but only in districts predominately of Color. Through this workshop, learn about the urgent need to expand this struggle into predominately White schools and districts. If White students are to better understand this country's history, White privilege, and current movements for racial justice like Black Lives Matter, White students too need ethnic studies. Using the Seattle Race Curriculum Controversy—in which one White family shut down a study of race in a predominately White school—as a case study, learn more about recent trends to squelch ethnic studies, studies of race, and accurate history of the United States. This workshop will also document inspirational youth activism, as primarily White students did what few White students have done: they mobilized for ethnic studies.

The Roots of Racism in Christian Hegemony: Decolonizing our Thinking, Behavior, and Public Policy (Beginner/Intermediate)

Facilitator: Paul Kivel

Before Europeans understood themselves as white they thought of themselves as Christians participating in a cosmic battle between good and evil against all those labeled Other. Today, Christian hegemony punishes the poor, destroys the environment, and contributes to our seemingly endless "war on terror". As our crises of financial meltdown, war, racism and environmental destruction intensify, it is imperative that we dig beneath the surface of Christianity's benign reputation to examine how it undermines our interpersonal relationships, weakens our communities and promotes injustice. Join Paul in a discussion of the impact of dominant Christianity on our lives and on how Christians and those who are not Christian have resisted oppression and built communities of healing and justice.

The Tapestry Model: Exploring Social Identities, Privilege, and Oppression from an Intersectional Perspective (Intermediate)

Facilitator Diane J. Goodman

The Tapestry Model uses the metaphor of weaving a tapestry to illustrate key concepts of intersectional theory and the interrelationships among various social identities and forms of structural inequality. Using different colored threads to represent different

social identities, the image of a tapestry helps capture how social identities interweave within larger systems of privilege and oppression, shaping people's self-identities and lived experiences. In this experiential workshop, we will use the tapestry model to explore the intersection of race and racism with other social identities and forms of systemic inequality. Participants will gain a clearer understanding of tenets of an intersectional framework, reflect on their own identities and experiences of oppression and privilege, and consider how to apply this model in their work. The Tapestry Model can be used both as a way to explicate central aspects of intersectionality and as a tool to explore one's own and others social identities and lived realities.

The Unwritten Rules of Success in U.S. Culture and the Connection to Power & Privilege (Beginner/Intermediate)

Facilitator: Tiffany Taylor Smith

Who determines success in U.S. culture? What does power and privilege look like in schools, classrooms and offices? When you don't know how to navigate the unwritten rules of race, class, gender, religion or politics others can make judgements that will directly impact your success or failure in any setting. The connections between implicit bias, microaggressions and cultural competence and how these concepts directly influence our day to day cross-cultural experiences will also be examined. Let's come together and discuss the unwritten rules and strategies to level the playing field and re-imagine equity and justice in U.S. culture.

The White Narrative's Model Minority Label and its Impact on Blacks and Asians (All Levels)

Facilitators: Lori Watanabe Saginaw and Morghan Williams

Together, Lori, an Asian American, and Morghan, an African American, will jumpstart the workshop by sharing their personal experiences with racial dynamics between Blacks and Asians. They'll include their encounters with different racial micro-aggressions and struggles with stereotypes as they relate to the White Narrative. Participants will then be invited to share in small groups their experiences with stereotype entanglement and the multiple forms of oppression that show up as the result of White Supremacy and White Privilege. Wrap up will consist of calling out self-discoveries, re-imagined relationships and personal strategies that can be used to break out of the silos!

Transforming and Healing from the Legacy of Colonization and Whiteness (Advanced)

Facilitators: Natasha Aruliah, Sonali Sangeeta Balajee, Diane Goodman, Sally Leiderman, Emily Morrison and Maggie Potapchuk

We would like you to contribute to building a critical literacy for justice, explicitly, but not exclusively attentive to the construction of whiteness and the consequences of colonization. We will be sharing highlights from our discussions this past year to identify core components of this critical literacy--the necessary knowledge, skills, abilities, and actions for people to engage in personal and systemic transformation toward decolonization, greater individual and community wellbeing, and the elimination of white supremacy. What are key aspects of such learning and ways of being? What are best or

promising practices for changing system level and individual behaviors to reduce or eliminate the negative consequences of white privilege, colonialism and racial injustice? We will encourage participants to share stories about shifting people's consciousness that have led to institutional and community change. We will collectively think about how we can spark conversations, dream and mobilize to interrupt white supremacy and move us toward the future we envision.

Transracial Adoptees: Privileged and Oppressed (All Levels)

Facilitator: Timothy Rehberg

Our nation was built upon the foundation that everyone should receive Equity and Justice, however the reality is that many of us have allowed perceptions, assumptions and stereotypes to shape and affect how we interact with each other. In addition, we are witnessing an increase in individuals and families of different races; crossing over the "lines" of ethnic and racial divides in order to form multiple identities from within. This is especially true when it comes to the discussion of transracial adoption where many transracial adoptees are attempting to navigate through their identity through journeys within the framework of white privilege. Transracial adoptees are constantly trying to determine who and what their identity is, sometimes not realizing that they have the ability to ally with both people of color and white people to battle the prejudicial system, simply due to the fact that they grew up and were adopted into white privilege.

Understanding the Role of Patriarchy in Supporting White Supremacy

Facilitators: Natalie J. Thoreson and Klahid Smith

In this interactive workshop we will learn explore the ways in which patriarchy in the US empowers spaces of white supremacy. Patriarchy and white supremacy are parallel manifestations that enable dominance of one group of people over another. People who are affected by one may not question the other and may even assert their dominance in one arena to compensate for oppression in another. For example, we see misogyny in hip hop culture and racism in feminism. These oppressions are opposite sides of the same coin and progress cannot be made by combatting one while reinforcing the other. This workshop aims to highlight the commonalities of these two forms of oppression and support participants in identifying ways of combatting patriarchy in support of deconstructing white supremacy.

Understanding White Privilege through Dialogue: An invitation to connect (Intermediate/Advanced)

Facilitator: Hsiao-wen Lo

If you ever find yourself getting frustrated with your neighbor, uncle, cousin, or coworker because they are "racist" or just "wouldn't get it," come join us. In this workshop, we will first examine the cognitive emotional and behavioral effects of White Privilege on individuals. Secondly, participants will learn dialogue tools to connect with a person in ways that will allow them to better understand the person's experience and build (or rebuild) relationships needed to make changes.

Unlearning Whiteness and White Supremacy (Beginner/Intermediate)

Facilitator: Ryan Williams-Virden

This workshop utilizes the body of work already published around privilege and whiteness to engage participants in self-study. The workshop begins by contextualizing whiteness within history and exploring its purpose at different periods focusing on its fluidity and changing nature. The workshop then shifts to building an understanding of white privilege as the result of white supremacy. This places white supremacy as the center of the country's institutions and interrupts the system of thought which results. The workshop then introduces culture and cultural self-study as the tool with which to articulate ways to act against white supremacy.

Using Meditation to Deconstruct Race and Racism (All Levels)

Facilitator: Kara Dansky

Description: Meditation is fundamentally about becoming familiar with our own minds and examining our tendency to engage in habitual thinking, and this workshop proceeds from the understanding that racism is an example of a habitual thought pattern. According to this logic, we can use meditation to unpack race-based habitual thinking, and see how our own race-based thinking connects with systemic racism. The workshop will include meditation instruction, talks on race and racism, contemplation, and discussion. No prior experience with meditation is necessary.

Water is Life: R U Fighting for Your Life? (All Levels)

Facilitator: Lila Cabbil

The system of structural racism stole democracy through Emergency Management imposed on 7 Michigan cities with a majority African American population. This workshop chronicles the racial inequities of the blatant practice of profits before people. Participants will gain an understanding of how the people most impacted organized to protect their families and the community. Their collective cries broke thru the media "black" out and exposed the global nature of the water crisis beyond toxic water in Flint, water shut offs in Detroit, and fiscal high-jacking in Highland Park. A Call to Action is a challenge to self examine, with accountability, for demonstrated individual commitment to retain in the public trust, safe, clean, affordable water as a human right for all.

We Got This: Staying Grounded in Difficult times (All Levels)

Facilitator: Sam Offer

So much is happening in our country, communities and neighborhoods; and as social justice change agents, we are expected to navigate and find a solution to all of it. We've worked hard to support our students, staff, leaders, and communities in these challenging moments. However, where do we go? What do we do to remain focused and committed to ourselves and our roles? This interactive session provides a space to breathe, regroup and heal as we continue to do amazing work in these difficult times.

What Happened to My Hood? White Supremacy, Gentrification and Displacement in Philadelphia (Beginner/Intermediate)

Facilitators: Michaela Pommells and Reagan Price

Gentrification has been the cause of painful conflict in many American cities. Rooted in white supremacy, privilege and oppression, it is a systemic, deliberate process of uprooting and displacing poor communities of color. This session tells the story of

Philadelphia neighborhoods and the removal of historically oppressed communities from the early 20th century until present time. We will explore examples of black solidarity as it relates to black urban resistance and identify collective solutions to this collective problem. Participants will learn how gentrification happens, who wins and who loses, and together we will explore what comes next in the fight for our liberation.

“When the Curtain Falls, Community Action Begins”: Dismantling White Supremacy through Theatre and Community Action in the Age of *The New Jim Crow* (All Levels)

Facilitators: Karen Gaffney and Caroline Hann

This interactive workshop will show participants how white supremacy fuels mass incarceration. This session will also model the opportunities that arise through collaboration between a theatre company, a community college, a women’s prison, a community anti-racism organization, and a church. Facilitators will perform short sketches that involve workshop participants and will lead discussion about strategies for collaboration and action.

‘White American Islamophobia’ (All Levels)

Facilitator: Amer F. Ahmed

The post-9/11 era in the U.S. has exposed the large amount of hate and bigotry that White America carries towards Muslim people. In 2012, a violent hate-motivated attack on a Sikh temple in Wisconsin highlighted the fact that Islamophobia is not just an issue that only impacts Muslims in America. Furthermore, the bigoted views of white conservatives like Bill O’Reilly and white liberals such as Bill Maher unveil how Islamophobia is not a partisan issue. Meanwhile, racial profiling, hate crimes and bullying continue to be widespread. This session will expose the industry of peddling Islamophobia capitalizing on the ignorance of Islam and Muslims in America. It will clear up the misinformation about Islam and Muslims and the socio-political implications of White American Xenophobia.

White Educators: Strive for Deeper Equity and Justice by Knowing and Interrupting Microaggressions (Intermediate)

Facilitators: Christine Saxman, Shelly Tochluk and Jamie Utt

Freedom is not possible if white people think they understand and avoid enacting microaggressions, but actually do not. This workshop invites you to *re-imagine* your knowledge of microaggressions in the service of *equity and justice*. How do different white racial identity statuses, as described by Helms and Tatum, correspond to specific sets of microaggressions? By investigating our racial identity in relation to patterns of behavior, we can locate our errors of thinking in order to improve personal practice. Further, recognizing common patterns can help us influence our white colleagues who want to dismiss and minimize the issue. Using the work of Helms, Tatum, Sue, Tochluk and Utt, this workshop offers educators a nuanced and complex view to create more *equitable* and just *learning* environments.

White Fragility (All Levels)

Facilitator: Robin DiAngelo

White people in the U.S. live in the context of white supremacy. This context provides an insular, racially privileged social environment that builds our expectations for racial comfort while at the same time lowering our tolerance for racial stress. I term this lack of racial stamina “White Fragility.” White Fragility is a state in which even a minimal challenge to white entitlement and the white worldview becomes intolerable, triggering a range of defensive moves including: argumentation, invalidation, silence, withdrawal and claims of being “attacked” and not feeling “safe.” These moves function to reinstate white racial equilibrium and maintain white supremacy. In so doing, our freedom is limited and the movement we need to create racial equity and justice is blocked. This workshop will provide an overview of white fragility and the perspectives and skills needed for white people to build their racial stamina and re-imagine more equitable and just norms and practices.

White Privilege and Implicit Bias: Dealing with Unconscious Stereotypes and Unpacking the Invisible Knapsack (Beginner)

Facilitator: Arusha Gordon

This session has three goals: First, it will offer a background on implicit bias and examine how unconscious stereotypes create white privilege. Second, the workshop will look at how implicit bias and white privilege play out in our own lives on a day to day basis, as students, employees, mentors, and engaged citizens. It will challenge participants to think critically about what unconscious stereotypes they act on and how this perpetuates a system of white privilege. Finally, the workshop will offer techniques for reducing implicit bias and white privilege at both the individual level and at more systemic levels. This workshop is designed to engage participants in a range of activities and uses a variety of different media and exercises. It asks participants to think hard about implicit bias and white privilege in their own lives. Because there is a strong tendency to discuss the biases of others without reflecting on how we might be part of the problem, this workshop aims to provide space for participants to dig deep and reflect upon ways in which they personally have relied on unconscious stereotypes and benefited from a system of white privilege.

White Privilege and Social Work Practice (Intermediate)

Facilitators: Ashley Davis and Barbara McQueen

Social workers constitute the largest group of mental health professionals, and the vast majority of social workers identify racially as white. We serve clients in myriad practice settings. As racism permeates our society, so too are its toxic effects present in all of the settings where we practice. In this interactive and experiential workshop, we will explore the dynamics when white social workers provide services cross-racially and with white clients. We will consider how helping relationships are situated within the larger context of oppression and privilege, and how we might practice in ways that challenge white supremacy. As two white clinical social workers, we will share examples from our own practice, solicit participants’ stories, and discuss vignettes. Together, we will grapple with the responsibilities, challenges, and possibilities for white social workers and other helping professionals who are committed to promoting racial justice.

White Privilege Gone Overseas: Teaching On Whiteness with an Intercultural Perspective (Intermediate)

Facilitator: Sherwood Smith

According to data from the Association of International Educator's website, 76% of US higher education students studying overseas identify as Anglo/White and the majority study in Europe. Intercultural work is grounded in an understanding of self (Sorells, 2012) and yet until recently (Sorrells, 2012) there is a lack of material for teaching about whiteness and white privilege from an intercultural perspective has had few challengers (Allen, 1994). This suggests that to prepare all students, but especially Anglo/White identified students, for the intercultural experience of international study demands a nuanced and critical understanding of three things: culture, privilege and white identity. This session provides an introduction to tools for engaging participants in understanding White identity from an international perspective and can enhance a US awareness of the impact and historical significance of white privilege's both in the USA and overseas.

White Teachers: How do we engage without our capes? (Intermediate)

Facilitator: Kim Radersma

Schools are crucial spaces that reproduce racial inequities; therefore, teaching (a profession dominated by white women in North America) provides ripe opportunities to challenge white supremacy. This interactive discussion will invite white teachers to examine the common benevolence and sympathy bestowed on students of color seen in "white saviours" and "white helpers," and to consider, rather, how white teachers can authentically engage in anti-oppression efforts--a strategic task that requires a strong commitment and an ongoing analysis of our blindspots.

Whose Deficit?: Racial Achievement Gaps and White Supremacy

Facilitator: Hilary Beard

Traditionally, conversations about achievement gaps have focused upon deficits in Black, Latino and low-income children, with White children portrayed as the norm. This deficit model stigmatizes children of color and low-income children as well as their families as the institutional, systemic and structural injustices, such as the structural racism and White supremacy that underlie the disparities, remain invisible and unnamed. The approach also immorally elevates White children to everyone's detriment, including their own. Achievement typically accompanies opportunity. That said, structural injustices run so deep that even in resource rich settings, hidden racial opportunity gaps can exist. What's more, internalized White supremacy can create curricula, classroom conditions and pedagogical styles that not only marginalize children of color but also can depress the children's test scores and trigger reactions such as stereotype threat. This session explores achievement gaps through the lens of difference in opportunity; examines the roles that White privilege and White supremacy play in creating and maintaining such disparities; and suggests practical strategies that educators, parents and children can use to help level the playing field.

Why Whites Love/Hate Hip Hop (All Levels)

Facilitator: Frederick W. Gooding, Jr.

Have you ever listened to Hip Hop? Or watched a Hip Hop video on TV? Or listened to someone recite rhymes while they listened intently with their headphones on? If so, then you are in the right session! In this dynamic workshop, we start with the principle that Hip Hop performs an important social function, and consequently so do the mental images generated within it. We start by examining why Hip Hop holds such an important place in our culture and explore its mass market global appeal. We seek to understand how something so controversial and marginal could become so mainstream and central to whites. This session infuses historical contextualization as a backdrop against exploration of particular genres, artists, styles, sounds, images, and rhetorical techniques within the Hip Hop movement. By exploring the various literary, musical, and methodological techniques employed in Hip Hop, attendees will better hear and feel the messages, meanings, and impact of this artistic form and see (or hear) how they can better understand how to use this powerful medium to better connect with “today’s listener.”

Working from the Inside Out: Re-imagining Models of Institutional Organizing (All Levels)

Facilitators: Kara Bender and Derrick Dawson

Organizing for racial equity in your communities, workplaces, and houses of worship is challenging, yet critical work, given the way white supremacy and other forms of oppression are so entrenched in our institutions. Have you found yourself asking: “What are effective organizing models for changing the organizations I am apart of and love?” “How do I begin to re-imagine tired methods of countering the patterns of inequity and oppression built into the culture and policies of my institution?” In this workshop, *Crossroads Anti-Racism Organizing and Training* introduces participants to our model for creating internal Transformation Teams within institutions. These Teams are trained to do internal assessments that expose oppressive structures and practices and develop and implement strategic organizing plans that equip organizational stakeholders with tools and skills to build an anti-oppressive culture, and organize sustainably to implement life giving, racially just policies and procedures. Partnering with institutions around the country, we will share a case study of a group that, by applying these internal organizing approaches cultivated a transformed organization, which then sparked creative initiatives in their wider community.

“You Mean, There's White People in My Movie?” (All Levels)

Facilitator: Frederick W. Gooding, Jr.

Did you know that there is race in your movie?! Prepare yourself, for this is the report that Hollywood doesn’t want you to see! This session provides a structured forum for discussing and analyzing the ways in which Hollywood consistently marginalizes minority characters at the expense of consistently glamorized white characters. Learn specifically how to identify six primary character patterns occupied by both minority and white characters, and explore the reasons behind their creation and perpetuation. This session should particularly benefit those who are interested in understanding both covert and overt discriminatory patterns within mainstream media, educators and community activists concerned with deconstructing public imagery, and general movie

fans at large. We guarantee that after this presentation, you will never see movies the same way again!