

## 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.

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## WPC18 WORKSHOPS

This year, WPC will offer approximately 140 workshops facilitated by over 210 presenters. The workshops are listed in alphabetical order. Refer to the workshop insert to find the day and time for the workshop you are interested in attending.

### **#Islamophobia (Intermediate)**

#### **Facilitator: Kalyan Ali Balaven**

This workshop begins with dispelling the fallacy that Islamophobia is a construct of a post-9/11 America, and looks at recycled stereotypes and terrorist tropes in Hollywood and mass media, along with Orientalism, providing the seeds for ignorance to blossom, as the buildings fell. This workshop will look at curriculum, after-school programming, and a 360 project that can help students build bridges at a time where white supremacy seeks to build walls.

### **#NoFilter: Social Media Filters & Whiteness (All Levels)**

#### **Facilitator: Aisha Fukushima**

Social media platforms such as Snapchat have faced widespread criticism from users for creating “beautification” filters that lighten people’s skin and eyes, in addition to transforming facial features to look more Eurocentric. In this workshop we will critically examine some of the ways in which social media has been used to further center gendered Eurocentric, white beauty standards. In addition to learning more about the ways in which social media is often used to promote white-centered beauty, we will create our own empowering images that recenter a more inclusive understanding of beauty across bodies of all colors, shapes and sizes. This workshop will be interactive, participatory and discussion based.

### **A Brain and Body Approach to Healing and Undoing White Supremacy and Privilege (Beginner)**

**Facilitator: Madeline McNeely**

Our bodies absorb rage and trauma whether we’re agents or targets of oppression. How we release and heal from pain inflicted by racism is core to our liberation individually and collectively as a society. In this workshop, you will study your body’s response to stress and practice “recovering center”. You will learn physical exercises which increase oxytocin and decrease cortisol levels. Through somatic (physical) practices that change oxytocin and cortisol levels in the body, you will build your capacity to interrupt and heal the traumas and illnesses of white supremacy culture. This experiential learning session is for any beginner or experienced racial justice advocate and/or body oriented change agent who wants to recover their power more quickly especially when deconstructing white privilege and intersectionality in both personal and professional arenas.

### **A Conversation on Moral Courage: Doing our Work in the Age of White Supremacy, White Nationalism and Make America Great Again (Intermediate)**

**Facilitator: Peggy McIntosh**

Everyone who attends this session will be able to testify at least briefly about the moral and intellectual pressures they face in the current social-political climate. How are people using their life energy to counter the threats that the social-political turnaround poses to us? Do we dare to talk more openly about privilege, supremacy and fraudulence? If adults stay silent the younger generation will learn from that silence, and the potential built-in multiplier effect of education may be wasted. But when the younger generation outstrips us in courage and activity, can we learn from their behavior without losing our bearings or our jobs? Participants in this session can talk about what has changed for them in this political crisis, and what strategies they feel can increase strength, courage and integrity in them and in our nation.

### **A Facilitated Open Dialogue (All Levels)**

**Facilitator: Stephany Rose**

Given the most recent election cycle, the current socio-political climate reflects a growing reality of anti-intellectual sentiments across the United States. While the digital age has ushered in one of the greatest eras of access to information, unfortunately there does not seem to be a subsequent escalation in critically engaged thought across the U.S. populous. Critical thinking, critical media literacy and intellectualism in general appear to be declining in social value. Additionally, university programs/departments,

faculty members, and social justice practitioners have been targeted for surveillance through watch lists, as well as event, organizational and course infiltration by oppositional actors that include students, organizations and larger antagonizing communities in attempts to disrupt sacred traditions of academic freedom, intellectualism and activism. Through this dialogue we aim to also share strategies for addressing such practices in these times.

### **A Sally Hemings Dinner: Engaging Leaders for Anti-Oppression Work (Beginner/Intermediate)**

**Facilitators: Robin Parker, Pamela Smith Chambers and J.R. Reynolds**

Organizing for action in anti-oppression work requires a community of individuals who have insights that will motivate others and a willingness to lend their support to new initiatives. But how do you find the right people? And once you find them, how do you get them working together toward a common goal? One powerful approach is a Sally Hemings Dinner. A Hemings Dinner is a twist on the tradition of dinner at the home of Thomas Jefferson in the late 1800's. Jefferson was known to invite thought leaders and influencers of his time from a range of backgrounds to share in conversation on a particular topic. In this workshop, we'll discuss the fundamentals of a Hemings Dinner and the various ways you can use this gathering to support anti-oppression initiatives.

### **A Story of Reconciliation: Faith and Sexuality (All Levels)**

**Facilitator: Sam Offer**

Lately, there has been great resistance from faith leaders about homosexuality. Many have proclaimed doom and evil on those who identify as members of the LGBTQ community, and their allies. This has created dissonance for many between their faith and sexuality. Many people have asked me, "How did you reconcile? What did you do? Help me/us!" In this session, I will share my journey to reconciliation and offer tools that I use for healing. This session is for those seeking to claim both their faith and sexuality. Join this informative and interactive session as we journey to reconciliation.

*Note: The presenter identifies as Christian.*

### **Ain't I a Queen? (Beginner)**

**Facilitators: Joanne Reeck and Susie Akemi Mechtel**

The purpose of this workshop is to lift up and share the histories of women of color who are responsible for shaping social justice movements but who are also often written out of the history books. We will introduce select women from the 19th Century to today and provide insight into the movements that changed the course of history due to the incredible women who imagined, created, and led them. Participants in this workshop will leave with a deeper understanding of some of the most unsung heroes of yesterday and today and possibly with an introduction to some remarkable women they have yet to discover.

### **An Extraordinary and New Response to Bigoted Activity (All Levels)**

**Facilitator: Devin Burghart**

The Institute for Research & Education on Human Rights (IREHR) is excited to be launching a new smartphone app at WPC18. It is called "Trepper": the anti-bigotry app will allow users to securely capture incidents of bigotry on video, notify users of local

incidents and events, and harness the power of social networks to respond. It provides a toolkit for anti-bigotry organizing and security, and share the latest news and updates.

### **Bamboozled: How Internalized Oppression is FUBU (All Levels)**

**Facilitator: Brent W. Reeves**

In this workshop, Reeves explores the origins and influences of internalized oppression and White privilege on African-Americans. Reeves will explain the reasons why this form of psychological trauma was introduced to slave minds and how it promotes current day White privilege and how racial slavery control impacted the nation's society and its dehumanizing effect in Black communities across the heartland. Slaves learned to internally oppress other slaves in the U.S. as a mode of survival or means for keeping a family intact. Reeves will show how White privilege has helped to maintain African-American internalized oppression. From there, Reeves will show how this attack upon the Black psyche has been one of the main destructive forces. The audience will discuss and attempt to answer the following questions: why is there so much black on black crime?, what is playing the dozens? (Some youth don't know that they are doing this!), why is "playing the dozens" still a reality in our social circles?, why do we use the term "nigger" and other derogatory terms as euphemisms today? This will be a very powerful presentation for those who are familiar with internalized oppression or not!

### **BECOMING LATINX: The Invisible Line that Divides and Unites Us (All Levels)**

**Facilitator: JuanCarlos Arauz**

This work shop is geared for professionals who are committed to the self-examination in a collective space focused on the effort to redefine LatinX identity in a way that acknowledges and moves beyond the role of historical trauma in shaping the experiences and identities of the LatinX community. Social justice advocacy and educational excellence is multi-faceted and reflects the complexities of this group such that this examination would help better understand how to identify possibilities to be effective leaders only made aware to us through this journey. This session should particularly benefit decision makers & practitioners whose focus is the identified group Hispanic/Chicano/a/Latin@/LatinX, Afro-Latitnx, Mulatto, Creole, etc. The intended outcome includes a personal leadership transformation that will manifest in a professional network of leaders to move forward an equity agenda that serves the community.

### **Birth of a White Nation (Beginner)**

**Facilitator: Jacqueline Battalora**

This session 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? The history is one that reveals the human category "white" as a post-rebellion response to secure the interests of the ruling elite (1%) by dividing the majority (99%) from each other. The intersection of class and gender are revealed as integral to the invention of human separation that by the 20th Century is reasoned to be "race." The legal history will be followed by group discussion exploring the links between this history and the threat that many 2016 voters in the presidential election described as a "changing" America. This session is particularly valuable for providing a historical foundation that is essential for anyone

engaging in antiracism work today whether that effort is on an individual or organizational basis.

### **Breaking Down the Barriers of Oppression and Privilege: Self-Empowerment through Authenticity (Intermediate)**

**Facilitator: Ritu Bhasin**

As people of color, we continue to be adversely impacted by oppression, privilege, and biases about who we are. Because of our differences, we're repeatedly told that we're not competent, skilled, or worthy, and that we should alter our behavior – conform – to be accepted, “fit in,” and succeed. In turn, many of us internalize this oppression and we minimize and hide who we are to survive in the dominant culture, which has a profoundly negative effect on us. But the authenticity REVOLUTION has begun! It's time that we, as people of color, rise to embrace our whole, authentic cultural selves – including our differences – and bring this to bear in our interactions. By exercising the choice to be authentic in key moments, we can feel truly empowered and actualized. We will explore: how authenticity, adaptation, and conformity show up in our personal and professional lives, the seven behavioral dimensions, overcoming the barriers to authenticity, and strategies for practicing authenticity. Come ready to learn key tools in this enlightening session!

### **Breaking the Chains of Capitalism and White Supremacy (Intermediate)**

**Facilitator: Alice Ragland**

This workshop 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 address the potential for organizing and strategizing toward the goal of an economic system that is not based on the oppression of many for the benefit of a few and creating a society that is free from the chains of economic exploitation.

### **Bring it on: Surfacing and Deconstructing White Emotions (Intermediate)**

**Facilitators: Krista M. Malott and Tina R. Paone**

This session is for Whites prepared to do their own deep personal work, to tend to the emotional responses to Whiteness that often blocks our growth and antiracist allyship. Part of the growth process for Whites is acknowledging, working through, and managing personal reactions to complex constructs—personal racism, reactions to other Whites' racism; reactions to societal racism; and reactions to attempts and failures at antiracist allyship. Whether you're feeling guilt, shame, confusion, fear, or anger; all feelings are welcome here. Be prepared to actively and authentically participate.

### **Can't We Just Talk About Diversity?: Addressing Intrinsic Barriers to Naming Racism and White Supremacy in the Workplace (Intermediate/Advanced)**

**Facilitator: Tracey Benson**

In order to construct environments that engage in courageous conversations about racism, leaders must consistently and deliberately create spaces where participants develop the capacity to willfully and repeatedly engage in open, and often uncomfortable, dialogues. This workshop focuses on creating deliberately developmental plans of self-improvement for leaders and facilitators who have the desire to improve their capacity to lead dialogues and initiatives to address vestiges of racism and white supremacy in the workplace. Through applying Bob Kegan's and Lisa Lahey's Immunity To Change process, participants will be afforded the opportunity to reflect on self-imposed and significant internal barriers, fears, and anxieties associated with engaging others in anti-racist discussions and initiatives. Participants will leave this session with a complete Immunity to Change map and action plan for continual self-improvement regarding overcoming barriers to engaging fully in the work.

**Challenging White Silence and Engaging White Men in Dismantling White Supremacy (All Levels)****Facilitators: Toi Sing Woo, Bert Hopkins and Tiffany Taylor Smith**

What is the nature of white male silence? How do we move beyond it? White male silence is a dangerous and complicit tool that creates wedges within anti-racism movements. The goal of this workshop is to offer suggestions and explore options on how to get white men to leave their internalized white superiority behind when they join the racial justice movement. The presenters will share a White Male Anti-Racist Continuum and invite participants to explore best practices for engaging white men in our personal and professional communities.

**Channeling our Counter-narratives about White Supremacy, White Privilege and Oppression into Social Change (Intermediate)****Facilitator: Deandra Cadet**

Critical Race Theory tells us that the counter-narrative is to dismantling systems of white supremacy, white privilege and other forms of oppression. Angela Davis writes in *Freedom is a Constant Struggle*, "Our histories never unfold in isolation. We cannot truly tell what we consider to be our own histories without knowing the other stories. And often we discover that their stories are our own stories." Now is the time to share the stories of marginalization and exclusion in order to truly understand how forces of oppression such as white supremacy, racism, sexism, homophobia and islamaphobia are at work in our lives. We must continue to create spaces for our stories and experiences to be shared, processed, and mobilized. Further, how do we channel the stories that challenge the dominant white narrative into solutions that lead to social change? In this workshop we share our work at InterAction in empowering student narratives of identity and difference into transforming an environment where all students can flourish. Session participants will gain tools to activate their community through storytelling and art in order to challenge white supremacy and other forms of oppression. Lastly, we will use techniques from design thinking and community organizing to develop local solutions to systemic issues rooted in our stores. This session should benefit students interested in producing grass-roots change in their community, as well as staff, administrators, and activists interested in implementing

sustainable long-term strategies for inclusion that address the intersectionality of diverse experiences students collectively face.

### **Come Get Your White People!: Building a Base of White Anti-Racists (Intermediate)**

**Facilitator: Shelly Tochluk**

Many white people in the U.S. know something is terribly wrong, and yet cannot articulate how it relates to white supremacy and privilege. They need a process that can address their fears, answer their questions, and provide a framework to understand interlocking systems of oppression and how they operate today. At the same time, many white people have recently become active and need a place to process the complicated questions and feelings that arise. AWARE-LA ([www.awarela.org](http://www.awarela.org)) has spent the last 13 years facilitating an ongoing process for white people that builds white anti-racist culture. This workshop will detail the development, structuring, and maintenance of the consciousness-raising process and how it supports the activist work of the organization. Materials will be provided, and follow up conversations and webinars will be available to support white people to build an anti-racist white culture in their home environments.

### **Compassionate Activism: Healing from Toxic Whiteness (Intermediate)**

**Facilitator: Sandra Kim**

Given resurgence of white supremacy into mainstream America, more and more white people are feeling called to engage in anti-racism work - and that's great! But most of them haven't realized or are just starting to unpack how racism and white supremacy doesn't just exist "in the mainstream," but also inside of themselves. Consequently, this can too often result in white people not knowing how to handle the emotional flailing that happens when they start to realize what it means for them personally to be white in a racist society. To counter that, Compassionate Activism: Healing from Toxic Whiteness provides a framework that holds the space for white people to process the pain, fear, anger, and numbness that arises from realizing they've internalized white supremacy. While white supremacy is socially and materially beneficial to white people, it's also very emotionally harmful to them - and that emotional pain is what often gets in the way for white people who are against racism. With Compassionate Activism, they will get concrete practices to help them grieve and heal from how white supremacy turned them from people of European descent into white people in a racist society. Through healing, they're more able to come from a place of wholeness and humanity when they engage in anti-racism actions with less conscious white people and in solidarity with POC.

### **Completely Unpacking the Invisible Knapsack: The Liabilities of White Privilege and 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 everybody else's too. If we are to truly fight for freedom, equity and justice for all, we must first find it in ourselves.

### **Concrete Strategies for Public Schools to Institutionalize Racial Justice and Combat White Privilege (All Levels)**

**Facilitator: Jon Greenberg**

The hard truth is that public schools, more often than not, perpetuate institutional racism. It doesn't have to be this way. Extensive research confirms the existence of concrete strategies that can reduce the deep racial disparities in public education and stem the school-to-prison pipeline. Given that White Americans disproportionately elected elite white males into powerful political positions across the nation, how can public education also help White America better understand race and racism? In this session, participants explore the documented benefits of ethnic studies and studying race. Led by Greenberg, an educator who recently fended off an effort to squelch his race curriculum, participants also learn about recent attacks on such education, from Tucson to the Pacific Northwest, including their surprising commonality. This interactive session facilitates networking and mobilizing to institutionalize racial justice in public education. Last fall, Greenberg helped organize the #BlackLivesMatterInSchools, during which over 2,000 educators in Seattle donned Black Lives Matter shirts, spurring a district-wide effort to confront institutional racism.

### **Conversations on the Ex-Ordinary Social and Human Capital Benefits of Hosting a White Privilege Symposium (WPS) (All Levels)**

**Facilitators: Dolana Mogadime and Eddie Moore, Jr.**

Take on the challenge to have a positive impact on your own local context by hosting the White Privilege Symposium: Dr. Mogadime and Dr. Moore, Jr., will discuss the social benefits and empowering reasons behind supporting the decision to host a WPS. They will begin with the Canadian context. Dolana will provide key aspects that have a high impact value, beginning with opportunities to build connections among social justice advocate groups and those in educational institutions across the spectrum from (K-12) school setting to postsecondary system. However, that reach extends further to members of the larger community by providing enhanced opportunities to: network; exchange knowledge and insights by inviting WPS participants to attend keynotes – and participate in interactive workshop sessions that are geared toward facing the truth about the problem of racism.

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

**Facilitators: Kathy Obear and Jamie Washington**

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: The Law, Coalition Building, and Social Justice (All Levels)**

**Facilitator: Adrien K. 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. This workshop will use a critical race theory perspective to focus on how the law can deal with correcting white economic and educational privilege at the beginning of the current administration. It will emphasize coalition building strategies that organizations and individuals can use to protect human rights on the international, national, state and local levels.

### **Crossing the Class Divide: How to Build Unity against Racism among White People (All Levels)**

**Facilitator: Joe Fahey**

Racism was invented to divide working people in order to preserve economic exploitation and inequity. Although slavery was outlawed long ago, both racism and inequity persist, as does the exploitation of both people and the planet. This interactive workshop, led by a longtime union and community organizer is designed to train all anti-racists, (including the middle class and the college-educated) how to talk with angry white working class people, ask questions that lead to productive dialogue, listen like an organizer, find common ground with people who have contrary viewpoints, and focus on the links between economic exploitation and racism.

### **Cultural Competence for Social Justice: A Model for Personal and Organizational Assessment and Change (All Levels)**

**Facilitator: Diane Goodman**

Going beyond just understanding cultural differences, the model of Cultural Competency for Social Justice (CCSJ) addresses the larger dynamics of power, privilege, and inequality in order to create more equitable and inclusive environments. While most models of cultural competence focus on the level of individual cultural diversity, this framework allows for integrating the knowledge, awareness and skills needed to address different forms of oppression on individual, group, and systemic levels. Through an interactive process, participants will learn about this framework, understand its different components, and explore how it can be used for individual and organizational assessment, planning, and development. The CCSJ model addresses race, and racism as well as other intersecting forms of identity/oppression. Participants will be able to explore how they might apply the CCSJ model in their own settings.

### **Cultural Racism Supports Organizational White Supremacy (Intermediate)**

**Facilitators: Toi Sing Woo and Bert Hopkins**

The workshop will critically examine how everyday actions are centered on whiteness and uphold privilege and power within any organization. Participants will gain an understanding of how cultural racism supports structural, institutional, and individual racism through policies, programs and practices. Participants will have the opportunity to develop strategies to build a truly inclusive organizational culture. The workshop will devote most of the time to interactive engagements using multi-media and group discussions.

## **Deconstructing Privilege, Oppression, and Whiteness in Volunteer Programs (Intermediate)**

**Facilitator: Megan Rhein**

Volunteering seems harmless, right? Each year, multiple organizations and schools enlist the “help” of thousands of volunteers. What if I told you that some volunteer programs may actually be doing more harm than good? This presentation looks at how many of our community engagement and volunteer programs actually perpetuate privilege and oppression. Using the concept of a so-called “white savior” as a starting point, we will engage in lively conversation to identify how whiteness manifests itself in community engagement and volunteer programs - and what to do about it. Participants will leave the presentation with a broader understanding of how to deconstruct the culture of white supremacy in their own work and practices as well as how to implement constructive, successful ones.

## **Deconstructing the Culture of White Supremacy in Schools: The Role and Responsibilities of White Educators (Intermediate/Advanced)**

**Facilitators: Benny Vasquez and Randy Clancy**

In 2017 U.S. society, schools must play a critical role in pushing back against systemic racism by becoming sites where racial literacy, historical accuracy, and antiracist practice flourish. Within this larger imperative, white educators have specific responsibilities, the first being to commit to the work of cultivating an antiracist white racial identity. How can white educators use their overwhelming numbers and their racial privilege to challenge the culture of white supremacy in schools? Presented by founding members of The CARLE (Critical Analysis of Race in Learning and Education) Institute for White Educators, this workshop will encourage participants to consider the unique responsibility of white people in addressing racism in educational settings. We will explore the importance of self-reflection and the study of race, as well as the essential role of critical analysis of white supremacist culture, to uncover ways that white people can work with each other and in accountability to People of Color to address systemic racism in schools. Finally, we will consider the importance of building and fostering relationships with those white people who deny the existence of white supremacy, with the intention of bridging the profound divide that defines our nation. Resources will be provided to support participants in staying engaged in the work beyond WPC.

## **Deconstructing the Power of Internalized Racial Oppression through African Centered Field Research and Contemporary Creative Collaborations to Reclaim African Truth (Intermediate)**

**Facilitator: LueRachelle Brim-Atkins**

This interactive workshop speaks to the power to address internalized racial oppression that has been generated in our multi-disciplinary, intergenerational work in the U.S., our two field study journeys to Cameroon (West Central Africa) and the power that will be generated in our 2018 field study tour. We embed multi-media stories, descriptions and analysis of our “deep well” process. We will describe results, lessons learned and next steps and offer it as one example of a strategy to impact internalized racial oppression for people of African descent. This workshop will raise awareness of the importance and

the urgent need to preserve the recently discovered enslavement embarkation site in Cameroon, highlight the necessity for more research and bring together diverse parts of the African diaspora for the purpose of truth, healing of internalized racial oppression and reconciliation.

### **Deconstructing White Supremacy by Constructing Anti-Racist White Identity in the Heartland through Stories and Conversation (Beginner)**

**Facilitators: Palma Strand and Marty Swaim**

Participants actively deconstruct White supremacy and construct anti-racist White identity through awareness of White privilege and advantage. The session begins with participatory exercises to deconstruct White identity based in racial hierarchy. Participants will first experience shifting relationally from “telling” interactions that Other people who are different to “listening” interactions characterized by curiosity about difference. The group will then engage in deconstructing common statements associated with White privilege and advantage. Shifting to construction of anti-racist White identity, participants reshape Whiteness by re-discovering ethnic identity as well as White allyship. The session closes with interactive story-telling and story-listening in which participants discover how intentional actions of vulnerability and trustworthiness enable authentic, disruptive connections across racial lines.

### **Deconstructing White Supremacy by identifying its Norms and Replacing them with Equity Norms (Intermediate/Advanced)**

**Facilitator: Jennifer Chandler**

Participants use the colliding, colluding, and contending model to identify explicit social norms through which White supremacy operates in their own lives, communities, and work environments. After identifying social norms that are perpetuating White supremacy, participants identify ways in which they are interacting with those norms. Understanding the three main ways of interacting with social norms allows us to understand and leverage these processes. Participants also use the model to identify social norms that further equity, peace, and opportunity and explore strategies for modeling and reinforcing the equity, peace, and opportunity norms in their organizations and communities drawing from the model.

### **Deep Diversity: How Brain Science Advances—and Challenges— Racial Justice Education (Intermediate)**

**Facilitator: Shakil Choudhury**

Participants will explore how predominant the unconscious mind is in human interactions especially related to the perpetuation of racism and Islamophobia. Through a methodology that has been developed over two decades and independently tested, this interactive session will offer how to advance racial justice education through the integration of mind sciences, essential to helping us mobilize against the current xenophobic, neo-liberal agenda sweeping the Western world. As a racial justice educator, Choudhury’s personal story as an activist who suffered burn out helps outline both the strengths as well as failures of traditional approaches to teaching about systemic discrimination and power. Although critical race theory can be empowering, without a supportive base of emotional literacy, it can also disempower and foster activist burnout. This session should particularly benefit educators, facilitators and

organizational leaders who are weary of dogmatic approaches to training staff/ students and interested in being more effective when tackling issues of power and privilege.

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

**Facilitators: Kathy Obear and Beth Yohe**

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.

### **Dismantling Systems of White Supremacy While Engulfed in White Supremacy (Part 1) and (Part 2) (Advanced)**

**Facilitators: Suzie Hodges and Raedell Cannie**

Hodges and Cannie work at an independent elementary school whose mission and vision has a clear focus on social justice and responsibility. They have faced challenges working to implement and integrate comprehensive social justice curriculum. Mobilizing parents, students, and other staff members who are passively committed to the school's mission and vision is a consistent aim. As knowledgeable and dedicated social justice educators, we are seeing the intricacies and nuanced challenges that come with understanding how to do this work in a given context. Problems of practice that arise because of white supremacy, even in a social justice focused context, need to be dismantled. This session will present forum theater - a form of social interrogation that uses theater as a vehicle for social engagement and interaction - as a tool to dismantle white supremacist structures that hinder the practical application of social justice work. Our forum will focus on how ignorance to racism causes trauma to students of color, perpetuates the status quo, and hinders liberation for all.

### **Djagora University/The Privilege Institute Global Travel Program (All Levels)**

**Facilitators: Mahamouda Salouhou, Aïcha Mekentichi and Dolana Mogadime**

Whether you are between jobs, schools, or relationships, the DjU/TPI Global Travel Program is a perfect way for you to move from one of these life stages into your next great adventure. The learning and the experience included in this program will give you the opportunity to reflect on where you've been, and where you want to go personally, professionally and "Moore"... The workshop will be structured in 3 parts; 1) Why Global Travel Experience can significantly impact someone's life, regardless of their profession/occupation, 2) Data and facts about the impact of Global Travel in General on career development and 3) 2017/2018 destinations for DjU/TPI Global Travel Program (possible destinations include Senegal, Morocco, South Africa, France/Europe (Versailles), Canada and Moore).

### **Don't Just Talk, Be Understood: Using Effective Language Tools for Advocacy (Intermediate)**

**Facilitator: Anna Shabsin**

In this era of fake news and angry speech, we must all know how to explain our issues in a clear, concise and convincing manner. Half of advocacy is knowing your message, but the other half is making sure the power holders believe it. Join Shabsin as you learn about rhetoric, framing and storytelling to make sure your message is heard and understood.

### **Engaging Elementary School Students in Conversations about Race and Privilege (Beginner)**

**Facilitator: Stephanie Teachout**

Explore how one fifth grade classroom in St. Louis, Missouri, a few miles away from where Michael Brown was fatally shot by Officer Darren Wilson, engaged elementary-aged students in conversations about privilege to foster anti-racist understanding. This workshop will have hands on exercises and concrete tools to support upper elementary/middle school-aged students' understanding of privilege. Learn ways to begin a conversation about whiteness and white privilege using the BBC's documentary *The Delmar Divide*, along with experiential activities, role play scenarios, and other approaches. In this workshop, we will explore how to engage students and teach them how to respond to situations and be an "upstander," standing up against microaggressions and interrupting racism.

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

**Facilitators: Rosetta Lee and Hsiao-wen Lo**

Even now, in 2017, many see racism as a Black/White issue. Despite our increasing numbers, visibility, and influence overall, Asian and Asian American anti-racism activists seem fewer and far between. What is going on, and how does White Supremacy play a role in this dynamic? 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.

### **Enlisting Faith Communities in the Movement for Education Justice by Deconstructing Systemic Racism and White Privilege in Public Education (Intermediate)**

**Facilitators: Lallie Lloyd and Zakiya Jackson**

Drawing on experiences of people in the room, we will identify the resources diverse faith communities bring to deconstructing the systemic racism and white privilege that restrict the quality of education for students marginalized by race, religion, legal status, or poverty. Participants will identify and respond with data and narrative points to four myths about race, education, and white supremacy and will identify four outcomes of systemic racism in public education. Participants will leave with: shared understanding of US history of race and education and shared understanding of diverse religious traditions' resources (story, aspiration, values, etc.) that call and equip us to work for education justice; and three concrete actions to take when we get home. Please respect our intention to engage affirmatively and respectfully with all religions.

### **Envisioning a White Male Anti-Racist School Leaders' Collaborative (All Levels)**

**Facilitator: Chris Thinner**

White male anti-racist education leaders in our public and private school spaces have a complex set of obligations, challenges, and opportunities to position ourselves as effective allies and activists in dismantling white supremacy inside and outside our schools and districts. In addition to our allyship with colleagues of color, some of us receive support and inspiration from informal circles of white male anti-racist peers; some of us are yearning for that solidarity through affinity; some of us don't know where to find those like-minded colleagues, and some of us are uncertain how to start enacting our felt commitments to racial justice. Come join interested, curious, and/or committed white male anti-racist education leaders to consider what an enduring alliance of white male anti-racist education leaders might look like. Together we could make visible a safe space to explore and develop our anti-racist white/male identities, a brave space to hold ourselves to higher and clearer standards of anti-racist leadership, an effective space to supplement and purposefully to examine our allyship with colleagues of color, and an open space to share principles of transformative leadership and exemplars of transformative practice in our schools.

### **Exploring White Privilege Through Game Play *Breaking It Down Toward E Pluribus Unum***

**A Board Game to Promote Cross Racial/Cross Cultural Amity Developed by the National Center for Race Amity (All Levels)**

**Facilitator: William H. "Smitty" Smith**

Conversations about race are often contentious and discourage open and supportive dialogue. By practicing amity and cultivating friendship, we create environments where we can feel safe to admit to what we don't know, ask difficult questions and support each other in a spirit of learning. This game is not a competition, but a means of developing capacity for safe conversations on race. Participants are always engaged in dialogue, even when it's not their turn. The game is played by up to eight participants and takes place over seven sessions over a period of weeks or months as decided by the participants. Suggested game time is one to two hours per session depending on the number of participants. It is recommended that participants commit to attend all sessions. The game is appropriate for teenagers through senior citizens and can be played in diverse settings from corporate boardrooms to girl scout dens, with participants being from any gender, racial, ethnic, cultural, economic, sexual orientation, and occupational backgrounds. One of the more important aspects of *Breaking It Down Towards E Pluribus Unum* is that it empowers lay people to engage in dialogue. It does not require race relations expertise or any special training.

### **False Consciousness, White-Skin Privilege, and "White Dispossession" (Intermediate/Advanced)**

**Facilitator: Leonard Zeskind**

This workshop will begin with an explication of the way so-called Angry White Men find themselves feeling dispossessed, and the way that this feeling is the flip side of white privilege. We will include a complete description of the nature of relative privilege, and the way it serves as the basis for the false consciousness that people develop over their status in society. We will analyze this sense of dispossession. And we will also explore the ways ordinary people overcome themselves through their everyday activities, and discuss different and differing methods of making this systematic.

## **Ferguson Now: Still Fighting for Justice and Community (All Levels)**

**Facilitators: Cheyenne Green, Budcuzz Smith, Ebony Williams, Cathy Daniels and Michael Hassell**

**Moderator: Chuck Modiano**

It has been more than two and a half years since 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. Local police killings of Kajieme Powell, Vonderrit Myers and others have not even produced arrests, and national awareness has not produced police accountability in high-profile deaths of Freddie Gray, Sandra Bland, Alton Sterling and others. But the community fight has continued with sustained protests and challenges to local laws, community healing sessions and youth leadership events.

## **Fighting Against White Supremacy When You Don't Fit the Grass-Roots Activist Mold**

**(Beginner/Intermediate)**

**Facilitator: Frankie Jader**

What would the U.S. be like if the system of white supremacy collapsed? After our recent election, this idea may seem all but impossible - but 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 patterns and 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 systems of power and privilege. We will discuss these alternative roles and ask participants to think critically about their own identity while adding other possible patterns that may be pulled from their own experiences.

## **For Colored Kids when the Rainbow Isn't Enough: Challenging the Myth of Colorblind Parenting and Education (Beginner)**

**Facilitator: Corrie Wallace**

There are more and more white mothers out there raising kids of color. Whether carried and delivered from their wombs or adopted from extraordinary women in unique circumstances, these white women carry a huge responsibility - parenting and teaching children whose skin color is different than theirs. It's imperative for white adults who have close interaction with Black and Brown babies to understand that love is not enough. You're invited to explore the different messages we all receive based on the skin we're in and how that shapes our racial identity and sense of self with Wallace, whose mother took her job as a white woman raising black children seriously. Learn strategies to resist negative stereotypes, messages, and stand up to oppressive behaviors by exploring racial identity development and helping children develop a

strong sense of self and valuing their intersecting identities while working towards eliminating oppression and understanding white supremacy.

### **For White Allies When A Safety Pin Isn't Enough: Moving from Education To Action (Beginner)**

**Facilitators: Leslie Mac and Drew MacFayden**

This workshop will talk about taking passive allyship into the real world and creating tangible, measurable actions to make a difference in the lives of marginalized people. Leslie will walk through the basic tenets of Safety Pin Box tasks and the urgent need for white people to confront their own lives in order to be of better support to movement circles around the country. Mac will walk attendees through a 4-week Safety Pin Box task: Power Mapping Your Sphere of Influence. This task allows white people to identify streams of power in both their personal life & community. They will leave with four weeks worth of work to complete this task which ends with participants committing to redirecting power in their lives in a several tangible ways.

### **From Conversation to Action: Organizing Change from Within an Institution of Privilege (Intermediate)**

**Facilitators: Sarah Howell and Stephanie Tellis**

This workshop is aimed at those who want to organize and take action in deconstructing a culture of white privilege and supremacy at their institutions, but are hesitant to step forward because of a lack of experience or fear of failure. A collective sharing of experiences and successful strategies of all workshop participants, as well as an opportunity for individual visioning and goal setting, this interactive workshop will help to give you a framework to use in order to see beyond the "Race 101" conversations that tend to happen often in diversity programming. We will share our experience of how we took on a 10+ year diversity program at our school and helped to shift the conversation to include an analysis of the institution, its practices and culture that can come from positions of privilege and white supremacy. We will also share how we have taken steps from analysis into strategy and then action. Our goal for this workshop is to help you recognize what you can bring to the table, give you tools to help frame the conversation at your own institution, and to move from conversation into action. We hope to empower you to be the change you wish to see by taking the first few steps to create equity where you live and work.

### **Fusing Art and Activism for Social Transformation (All Levels)**

**Facilitator: Vanessa Roberts**

Creating and sustaining community is a nuanced endeavor, one often facilitated by a genuine sense of connection among its members, be it to a common cause or a shared affiliation. But how does one build genuine relationships which strengthen communities and engender transformative social change? In addition to a brief introduction to various forms of arts-based social justice activism, this workshop also includes instruction and engagement in a variety of theatrical exercises and activities which demonstrate the applicability of theatrical techniques in social justice projects. Participants will leave with a new set of tools intended to assist their efforts within their own communities.



## **Growing the Consciousness and Community We Need to Dismantle White Supremacy (Intermediate)**

**Facilitators: National SEED Project; Jondou Chen, Gail Cruise-Roberson, Patricia Matos and Daniel Cohen**

To fight white supremacy, we cannot replicate it. We cannot stay trapped in models, actions, and words that reify individuals without communities, being racialized without getting ethnic, facing oppressive deficits without honoring cultural strengths. Attempts to build progressive coalitions have not guaranteed us success or safety. We must look within ourselves first rather than allowing systemic racism to define us or force into false constructs. We will facilitate a session of reflective power building. We will utilize the organic metaphors of trees and forests to frame a conversation around what our core values are (our trunks), how our cultural assets sustain us (our roots), and what our future dreams and possibilities are (our leaves, flowers, and fruit). We will recognize what it means to care for ourselves and to be in good relationship with one another. This is the opposite of systemic racism and white supremacy which view people - all people - as commodities and utilities to be owned, controlled, and used for the sake of those in power. When we understand who we are and who we might be, and each of our relationship with white supremacy, it is then that we can draw deeper into our roots, growing stronger into values rather than simply stopping racism.

## **Growing Up Mixed – Part 1: Stories, Reflection, and Discussion of Multiracial and Mixed Upbringings (Beginner)**

**Facilitator: Javier Womeldorff**

**Panelists: Susie Higa, Makai Kellogg, Nadya Santiago-Schober and Vanessa Roberts**

*“Almighty God created the races white, black, yellow, malay and red, and he placed them on separate continents. And but for the interference with his [arrangement] there would be no cause for such marriages. The fact that he separated the races shows that he did not intend for the races to mix.” – Caroline County Circuit Court Judge Leon M. Bazile (January 22nd, 1965) denying the Lovings their petition to vacate their 1959 conviction.*

What does it mean to grow up multi-racial or mixed in a country built upon white supremacy? Privileged or not? White or person of color? One drop, or how a person mostly looks? For those who are multi-racial/mixed, the answers are not so simple. This leads to challenges for children, youth, and even adults as they struggle to understand and take agency in defining their own identity. What can parents, aunts, uncles, grandparents, family friends, and even teachers do to aid and not hinder multiracial/mixed people in their lives to grow and be healthy? Join us as a panel of multiracial/mixed adults talk about the joys and challenges of growing up. Bring your questions and help us explore what it means to be someone who lives between the census boxes in America. Our discussion will continue in Growing Up Mixed – Part 2

## **Growing Up Mixed – Part 2: Parenting Across Racial Lines: Stories, Reflections, and Discussion of Raising Multiracial and Mixed Children (Beginner)**

**Facilitator: Tom Womeldorff**

What does it mean to raise multi-racial children in a country built upon white supremacy? What does it mean for a white parent to equip their children, whether they

“pass” as white or not, with the tools, skills and sense of self to navigate a world that insists upon checking only one race box at school, and instantly categorizes them as “either-or” in social settings? How can parents equip their children to develop healthy multiracial identities? For white parents, how important is it to develop an understanding of what their “whiteness” means for their own identities when raising children who do not share that identity? In this workshop, we will gather the wisdom of multi-racial individuals and parents of multi-racial children on what parents can do to encourage their children’s racial fluidity and self-definitions as they live between the census boxes in the U. S. Participants are encouraged to participate in Growing Up Mixed – Part 1.

### **Healing Health Inequities: Using Lessons from Healthcare to Innovate in the Fight for Racial Equality (Intermediate/Advanced)**

**Facilitator: Jessica Guh**

Every organization must confront racism within itself as well as between itself and its community. In this workshop we will examine these two deeply entwined but distinct interfaces through the lens of healthcare. After providing background on health inequity and the impact of racism on health outcomes, we will work through a case presentation based on the experience of one primary care training program’s successful journey in Seattle, WA. Drawing upon participants’ insights and creativity, as well as real-life scenarios, we will explore strategies, obstacles, and rewards of both creating a more diverse staff as well as addressing the racism that affects our patients every day. At the completion of this workshop participants will be able to: understand how structural racism and implicit bias negatively impact the healthcare of individuals and communities; recognize the difference between working for racial equity as an organization and addressing racial equity within an organization, as well as their symbiotic relationship; anticipate, troubleshoot, and avoid common pitfalls to organizational diversity initiatives; and innovate and organize to address racism as a public health problem.

### **Healing the System within Us: Reconciling Our Internalized Dominance and Subordination (Intermediate/Advanced)**

**Facilitator: Tanya O. Williams**

We carry the impacts of racism and our socialization around race deep within our bones. Even as we are working to align ourselves along the arc of justice, we have not yet figured out how to counter the collective programming of oppressive dynamics and systems. Knowing our privilege and where we have internalized the programming of dominance and subordination is only half of the work. It isn’t until we come together around our collective internalization of the programming that we can reconcile our relationships and take the next steps. In this highly interactive and reflective session, participants will identify the types of behaviors and attitudes that maintain the racial/racist status quo in their organizations and individual experiences, explore strategies to dismantle internalized dominance and internalized subordination in themselves and others, and identify effective ways to equip themselves with healing practices that can shift the system. The workshop will help participants think more about their relationships to oppression and white supremacy and how they are subordinated or sustained by racism.

## **How a Lynching in the Family Unleashed an Activist (All Levels)**

**Facilitator: Karen Branan**

For twenty years journalist Karen Branan investigated the racial crimes of her powerful Ga. and N.C. ancestors, including Native American genocide, slavery, lynching, convict labor, and segregation. Her book *The Family Tree: A Lynching in Georgia, A Legacy of Secrets and My Search for the Truth* was released in 2016. It reveals that the youngest of four black people lynched by her family in 1912 was a mixed-race relative and that one motivation of the lynching was to end a widespread practice of miscegenation, forced or otherwise, by white men with black women. Branan, a member of Coming to the Table, has located, through footwork, genealogy, DNA, and other means, numerous African American relatives. In this workshop she shows how these findings revealed unrecognized racism in herself and engages participants in discussing their own family histories, their connections across race lines, and how that guides their political work.

## **How Organizations with an Anti-Racist Mission Statement Actually Protect White Supremacy (Intermediate)**

**Facilitators: Darlene Flynn and Robin DiAngelo**

Are you working for an organization with an explicit anti-racist mission statement? Did you start out excited about that fact and now find yourself feeling very discouraged? This session will identify several key ways that organizations that profess a commitment to anti-racism actually work to protect white supremacy, and how you might interrupt them. The discussion is facilitated by an interracial team that will address the dynamics from both a global majority (POC) and white perspective. Flynn is the Director of the City of Oakland's Race & Social Justice Initiative. DiAngelo is a writer, educator and workplace consultant. Together they bring years of experience working to challenge institutional racism to the analysis.

## **How to Be an Ally to Native Nations (Intermediate)**

**Facilitator: Jacqueline Keeler**

Keeler will look at issues regarding allyship that arose at Standing Rock. For example: understanding the role of tribes, respecting elders and community members regarding the development and implementation of strategy done on their behalf, and how to see beyond stereotypes when working with Native people.

## **How to Explain White Privilege to a Skeptic, and Interrupt Patterns of Privilege and Power (Intermediate)**

**Facilitator: Debby Irving**

Using a series of pointed questions, Debby works with participants to build a graphic map of the groups people belong to because of social locations and roles in U.S. history and society. Participants will think together about how various groups have and have not had access to rights, resources, and respect, ultimately revealing the social positioning and impacts of white privilege and dispelling illusions of a level playing field. Once the graphic has been created, Debby then leads participants in an exploration of social dynamics and dominant cultural attitudes and behaviors that perpetuate power and privilege patterns, even when best intentions are in play. Participants will leave with two powerful tools to analyze power dynamics and cultivate transformative cultures in

their circles of influence. This presentation is highly interactive and impactful for those new to the topic or deeply versed in it.

### **How to Mobilize Privilege for the Benefit of All: From Shame and Powerlessness to Vision and Action (All Levels)**

**Facilitators: Victor Lee Lewis and Miki Kashtan**

In our emerging post-election reality, social justice activists and educators face the pressing and difficult challenge of creating more productive conversations about privilege. In order to reach and organize the “mainstream” of U.S. society, our task is to develop ways of talking about the realities and consequences of social privilege that are liberating and mobilizing to a broad range of people. We need accessible tools for exposing the inherent and systemic invisibility of privilege, and the mechanics of systems of racial caste that it hides and protects. In this workshop, participants will learn about four productive and liberative ways of naming and engaging with privilege along with four familiar and counterproductive ways of dealing with it. Through interactive practices, participants can come to more deeply see, own, thoughtfully talk about and use privilege to work for change at all levels of society. As part of this workshop, participants will get useful approaches for engaging or leading others in conversations about privilege, as well as opportunities to collaboratively envision a world beyond privilege and what steps in our lives and work we can take to live in line with our values and commitments and create that just, beloved and radically inclusive community.

### **I Am My White Ancestors: Claiming the Legacy of Oppression: Using the power of art to explore the sources of white privilege (All Levels)**

**Facilitator: Anne Mavor**

Have you ever wondered how you can reach out to white people who are scared to look at their white privilege and racism and whose first reaction is denial and defensive anger? This workshop will include a presentation about an art project that is doing just that, followed by listening processes and small group discussions. *I Am My White Ancestors: Claiming the Legacy of Oppression* is an installation of thirteen life-size photographic self-portraits that explores European-American heritage, family history, and its role in the history of race, class, colonization, and genocide. The project began as the artist’s own exploration into the sources of racism in her family but has become a model for other white people to rethink their history as oppressors. It tackles the concept of white privilege through personal history, which allows white people to see the long reach of oppression and their roles in it. The personas, real and imagined, span over 2000 years from the Celtic Iron Age to the present day with the artist’s own self-portrait. The 84” x 54” portraits are accompanied by audio and written narratives from the perspective of each character. These stories tell how each ancestor was hurt and how they then oppressed others. The workshop will include a slideshow and talk about how Anne came to create this project, what she learned as a white person and artist, images and ancestor stories from the installation, and a sampling of the audio diaries. After the slide show she will lead participants in listening pairs followed by small group discussions about next steps.

### **I Won’t Be Silent: Speaking out against White Supremacy in Private and Public Conversations (All Levels)**

**Facilitators: Karen Gaffney and Caroline Hann**

We talk about dismantling white supremacy, but what does it actually look like? It can mean large-scale actions, but it can also mean one-on-one conversations with neighbors, co-workers, friends, and family. Many white people disavow white supremacy but are uncomfortable having conversations with other white people about racism. That's often because white people don't have much experience talking about racism. This interactive workshop will provide practical, hands-on strategies for engaging white people in difficult conversations about white supremacy, and moving to organizing and action. We will use theatre activities to engage participants in practicing these conversations in a supportive environment. Participants will walk away with tools for engaging other white people in difficult conversations about white supremacy, and we will discuss how participants can utilize these tools with their communities, organizations, and work place.

**In the Face of Threats of Violence (Beginner)****Facilitators: Jacqueline Battalora and Prexy Nesbitt**

Racial justice work challenges a core value of the United States that was built into founding laws of the nation in 1790 and perpetuated ever since namely, white superiority. Threats to this core value are sometimes met with gratitude, sometimes acceptance, and sometimes rejection, hostility and even violence. It is important that activists consider these possibilities and develop tools for coping and strategies for contesting threats and violence. Nesbitt's activism and experience is long and deep and includes work with Dr. Martin Luther King's non violent movement, Chicago Mayor Harold Washington, and with the African National Conference (ANC) during the apartheid era in South Africa. He brings a wealth of experience and wisdom to the challenges of coping with violence and threats. Battalora has been a target of threats for her work that challenges institutionalized white superiority in the U.S. Through shared experience including that of session participants, personal and collective coping strategies and insights will be shared, explored, and developed.

**Insider Philosophies: Black Male Educators Working With Black Middle and High School Students to Create Peace, Equity, and Opportunity (Intermediate)****Facilitators: Howard Blue, J.B. Gerald and John D. Palmer**

The focus of the workshop is on the philosophies of a Black male educator working with black middle school and high school students that come from families and communities that are hindered by racial isolation, and few, if any, opportunities beyond the poverty body labor class. Leading scholar Pedro A. Noguera (2008) entitled his latest book, *"The Trouble with Black Boys"* in an attempt to counter the growing rhetoric that blames the victim by illustrating the ways in which our schools fail to meet the academic needs of Black and Brown students, especially students attending high needs schools. In short, we need educational policies that stem from critical theories that are developed within these communities. The workshop then centers on Mr. Blue offering his life experiences from growing up in racially and economically segregated communities, to attending an elite predominantly white and economically privileged private liberal arts college, to their lives as educators in a private school that serves only black students from financially oppressed homes. Then he offers his philosophy of what schools and educators need to offer their students. Topics of discussion are, but not limited to:

Organizing, Strategizing, and Taking Action; Trust in the Educational System; Assimilation vs. Accommodation; Mentoring by Knowing; Communication with Families and the Community; the Role of Black Teachers in Predominantly Black Schools; and Educational Leadership.

### **Interrupting White Supremacy by Raising Racially and Socially Conscious Children**

**(Beginner)**

**Facilitator: Andrea Johnson**

Through the use of short readings, personal narratives and theoretical frameworks, participants will develop concrete strategies that they can use to create a nurturing environment in which children and young adults are developing the necessary skills to: see themselves as racial beings, process the world through their own racial lens, become aware of the power of a social justice community, interrupt the patterns that support white supremacy and utilize their voice for self-advocacy and ally work. The facilitator will utilize the work of scholars and writers such as Dr. Gloria Ladson-Billings and Jennifer Harvey as well as her own experiences raising three children who are racially conscious, social justice activists in their own right.

### **Intersectionality through the Lens of Multi-Racial LGBTQ-TI2S Experience: Leveraging White Privilege through Interpersonal Relationships (Advanced)**

**Facilitators: Natalie J. Thoreson and Lauren Lofton**

This is an advanced interactive workshop in which participants will explore intersections of identity. This workshop will examine the commonalities of oppression across social identities by demonstrating the ways heterosexism, cisgenderism, sexism and racism are connected and reinforce one another. The facilitators, both with lived experience of multi-racial identities and both members of the LGBTQ-TI2S community, will share their own identities and experiences to support building a foundation for understanding intersectionality. Participants will be invited to do so as well. Together we will explore multiple strategies for accessing and leveraging privilege, specifically white privilege, to combat oppression through interpersonal and familial relationships.

### **Introduction to Strategic Questioning: A Strategy for Social Justice (Intermediate)**

**Facilitator: Shakti Butler**

This session will provide a highly useful tool for social justice activists and advocates to support their engaging in creative problem solving and effective dialogue. Strategic questioning is a technique designed to create knowledge that awakens possibilities of change. It is a process that empowers new questions, releases blocks to new ideas, facilitates people's own responses to change, and creates answers that may not be immediately known but may emerge. This is a process tool that can become a practice in addressing new ways to develop more equity and inclusion or, to challenge micro-aggressions and other expressions of privilege, to sift through conversations, opinions and attitudes that often lead to a dead end in terms of transformation and change. Using examples of case studies of clashes and conflicts in participants' organizations and institutions, we apply a systemic and structural lens to encourage a process for addressing "issues" in ways that may be considered from multiple perspectives and analyses. A strategic question opens both the questioner and the person being

questioned to another point of view. It invites participants' ideas to shift and take into account new information and new possibilities.

### **Invisible Disabilities in the Culture of White Supremacy and Privilege (Beginner/Intermediate)**

**Facilitators: Sydney Pollack and Rachel Samuels**

This interactive workshop will focus on invisible disabilities (ID) within the context of a white supremacist culture that values "the norm". Even if you don't have an ID yourself, chances are others in your life do, whether you know it or not. We will examine the tremendous diversity in type of disability as well as the shared experience of those with IDs. We will discuss the stigmas around disability and mental health issues, the impact of race, class, and cultural inequities, how to be your own self advocate, how to support others, the politics of coming out, and how institutions could better accommodate those with IDs.

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

**Facilitators: Dara Silverman, Paul Kivel and Yavilah McCoy**

With the resurgent boldness of a Christian, male, ruling class under the current political power structure, the more explicit targeting and naming of Jews as 'dangerous outsiders' (alongside Arab, Muslim, immigrants, Mexicans, Black communities, queer folks, women and poor and working class people, etc.), and the resonance this has in the predominately white Christian heart of the US, now more than ever we need to understand how to work together across our differences. In this workshop, participants will learn some of the history of Jews in the West, the particular position Jews have been used in reinforcing the power of Christian elites, and how racism, classism and anti-Jewish oppression have been used to separate Jews and natural partners. Through activities, discussion, individualized and small group work, participants will develop a clearer understanding of racial diversity in the Jewish community and the role Jews have played in racial and economic justice movements and the potential for collaboration and partnership across racial, ethnic and cultural lines.

### **Journey to Empowered Identities: Deconstructing the Culture of White Supremacy and Privilege through the lens of Racial and Ethnic Identity Development of a Corean Adopted American (Beginner)**

**Facilitator: John D. Palmer**

This workshop delves into identity explorations and reflections through the lens of a Corean adult adoptee's journey to discovering his multiple and complex racial and ethnic identities. The presentation specifically investigates the notion that there is an authentic Corean, authentic White, and authentic Corean adoptee identity. The very nature of being raised in culturally White informed homes and communities by White parents, while at the same time they are genetic/phenotypic Corean forces us to add new questions regarding racial classification and terminology such as sellout, banana, and White wannabe as they redefine what it means to be Corean, Corean adoptee, Asian, and White all at the same time. Thus, the presentation is larger than just the Corean adoptee community. As a researcher and educator of color that focuses on race relations, it is my belief that through understanding how racial identity development

impacts people's lives, then we can develop a stronger understanding of the complex influences that race, white supremacy, and privilege have upon our society.

### **Know Racial Justice, Know Climate Justice: Why Getting to Climate and Environmental Justice Demands a Dismantling of Whiteness (Intermediate)**

**Facilitator: Heather W. Hackman**

Issues of climate disruption and environmental destruction are deeply connected to systems of Racism and Whiteness both in terms of who will suffer first and worst, and with respect to the ideological roots that have led our planet to this precipice. This session suggests how a racial justice lens can be used to more critically understand the roots causes of our current environmental moment, and demonstrate how it can be used as a means of finding deeply just and truly sustainable means of existing on this planet. The session begins by critically examining the race (and class and gender) mindset that has led us to this current climate moment and then offers a framework of racial (and gender and economic) justice to be used when developing climate and environmental solutions. The session is interactive via reflective questioning, paired discussion, and case study examples where participants can apply this knowledge to current technocratic and politically insufficient climate strategies and identify new, more racially just means of organizing and strategizing around climate issues. This session is best suited to folks who have both a basic understanding of current environmental realities and of racial justice concepts.

### **Laughter and Liberation: Comedy, Storytelling, and the Radical Pedagogy of Dave Chappelle (All Levels)**

**Facilitator: Josh Healey**

Rappers and comedians both use punchlines to move the crowd. Why shouldn't organizers and educators? From Lenny Bruce to Sherman Alexie to your crazy aunt Lydia, comedy is about taking your daily frustrations and turning it into something powerful, hilarious, and even healing. Whether those frustrations are dealing with your school administration or dealing with 500 years of institutionalized white supremacy, learn how you can use comedic writing and performance techniques to empower your students and community members through laughter and liberation.

### **Lessons from Defectors of the Hate Movement (All Levels)**

**Facilitator: Lonnie Lusardo**

This workshop uses personal stories from 26 former white supremacists and neo-Nazis featured in the presenter's forthcoming book *Defectors From Hate*. We examine the catalysts and emotional events that caused former radical extremists to abandon the hate movement. What caused their change of heart? What do their stories tell us about how to convert hate to love? Lusardo is the principal founder of Seattle Race Conference and Out in Front, a leadership program for LGBTQ community activists.

### **Leveling the Playing Field: Examining and deconstructing the effect of privilege and the dominant culture in Athletics (Intermediate)**

**Facilitators: Danielle Oswood and Kalyan Balaven**

White, heterosexual male supremacy dominates athletic spaces and remain one of the last unchallenged vestiges of privilege, due in large part to how athletics is integrated into a school's programming. It is seen as co-curricular, and as a result, there isn't



generally the same level of investment in training coaches and athletic staff on how to build community through cultural competency and so the best default approach is to prevent language, as opposed to creating teachable moments. Oswood and Balaven have been working to help coaches and those affiliated with sports navigate these spaces and conversations through innovative trainings that they now bring to WPC. Privilege and Racism are such an integral part of how sports are facilitated and coached at schools, that some see them as inextricably related, making excuses like "that's just locker room talk" or "boys will be boys". Unfortunately, this norm is only challenged by educators who have a correctness approach, which stops such language but stifles dialogue and hence learning. This workshop is built on the six skills of Cultural Competency to train coaches, athletic directors and faculty on how to navigate these conversations and turn episodes of privilege and racism to teachable moments.

### **Lies My Teacher Told Me (All Levels)**

**Facilitator: Jim Loewen**

If you have read Loewen's bestseller, then you may have questions for him. If not, you may need an introduction to the things he covers, from Native Americans (see other workshop!) to Black/White race relations, social class, and America's sometimes outrageous foreign policy. Depending upon participants' interest, we may give special attention to issues in teaching about Kansas, Missouri, and nearby states.

### **Lies My Teacher Told Me about Native Americans (All Levels)**

**Facilitator: Jim Loewen**

Most college U.S. history survey courses don't teach much about Native Americans. Therefore, most K-12 U.S. history and social studies teachers don't know much about Native Americans. Important issues lie just beneath the surface, from "B.C." (Before Columbus) to the present. These include: how to teach about religion-tinged topics, what to call Native peoples, red-flag words like "settler" and "savage," and how to help students use historical perspective to see the Native side of contemporary issues. Also, we shall see how non-Native teachers can "dis" Native students or expect little from them without meaning to.

### **Making the Connections: anti-Muslim and anti-Jewish oppression, racism, and Christian hegemony (Beginner/Intermediate)**

**Facilitator: Paul Kivel**

The current change in the political climate, especially in the heartland, and some recent appointments of billionaires to the presidential cabinet demonstrate all too clearly the continuing reign of the rich, white, and male Christian ruling class and its dominant Christian worldview. 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 racism and anti-Muslim and anti-Jewish oppression. *This is an interactive discussion of the impact of dominant Christianity on our lives and on how people are resisting.*

## **Middle East Update and Global White Privilege (All Levels)**

**Facilitator: Adrien K. Wing**

This panel will discuss current developments in the Middle East region at the start of the Trump administration and how they fit into global notions of white privilege. The issues to be discussed will include the Syrian Civil War, ISIS and global terrorism, and the Israeli-Palestinian conflict. Late breaking events may affect the emphasis of this workshop. There will be an emphasis on coalition building among diverse communities to seek peace and justice on this subject and in this region.

## **Mni Wiconi – Water is Life!! -- Strategies for Protecting our Communities (Intermediate)**

**Facilitators: Phil Glynn, Daniel Wildcat and Robin Martinez**

American Indian, African-American, and Latino communities are disproportionately exposed to pollution of water by pipeline breaks, coal mine wastes, and leakage of stored coal ash. Fossil fuels are also disrupting our climate with rising sea levels. American Indian, Alaskan Native, Native Hawaiians, and economically disadvantaged communities are most heavily impacted because of practices of corporate privilege and a deep history of white supremacy. Strategies for protecting our waters include: protests and demonstrations; long-term community power building and systemic policy change; and economic development and litigation. Narrative, culture work, story, and media are critical to amplifying these strategies as seen powerfully with the leaders of #NoDAPL (No Dakota Access PipeLine) this past year. This workshop brings localized case studies and analysis, for discussion of key actions toward solutions, with our eyes toward priority organizing campaigns to engage in equity.

## **Organizing Allies and Activists from Ferguson using Witnessing Whiteness (Advanced)**

**Facilitator: Amy A. Hunter**

Participate in this engaging workshop that discusses the community building of white allies before Ferguson, MO., during the uprising in Ferguson MO and after the media attention has ended in St. Louis. This session will discuss the “how to build” a loving community of white activist and allies. The success of this program has over 1500 politically charged people locally and has spread throughout the US in over 17 cities. Understand the pitfalls, lessons learned and power in intersectionality and collaboration. If you are looking for an interactive session that discusses organizing, community building and global solidarity this is the session for you. We use a lens that focuses on understanding white supremacy, decolonization and critical race theory. Members from this group have extended their knowledge into education, nonprofit, healthcare and corporate arenas.

## **Organizing Strategies for Fighting White Supremacy and the White Savior Mentality (Intermediate)**

**Facilitator: Jordan Flaherty**

How can people with white privilege avoid acting as rescuers, and instead join social movements as supporters of movements for social change? This interactive session explores ways to avoid the savior mentality by looking at strategies for accountability. This conversation will include concrete examples from movements ranging from the

Arab Spring to indigenous uprisings to Black Lives Matter, as well as looking at post-Hurricane Katrina organizing in New Orleans.

### **Perpetuating Racism in the Queer Community (Beginner/Intermediate)**

**Facilitators: Johanna Heineman-Pieper and Shawna Lutzow**

This session aims to highlight how we, as queer people, can perpetuate racism and white supremacy with or without realizing it. In our dating, our workplace, our friendships, it can be everywhere! Learn how to recognize these instances and how to interrupt them within ourselves and within our spheres of influence. Attendees will be challenged to recognize their own privilege (race, gender identity, gender, ability, etc.) and will leave with action steps on how to take action.

### **Plant Based Racism: White Supremacy, Privilege and Ageism in Veganism (Intermediate)**

**Facilitator: Tricia Diamond**

Veganism has a face and more often than not, that face is not black or brown. Look at most vegetarian and vegan social media sites and mainstream publications and you would think veganism is a trend only for young whites despite the fact that plant based lifestyles are encouraged in religions such as Hinduism and Buddhism (and the country with the most vegetarians is India). This workshop will explore how going vegan for the animals reflects the luxury of white privilege, despite the fact, for example, that lactose intolerance is higher in populations of color and this would indicate veganism could be beneficial for those impacted. We will discuss and explore racism in "speciesism", anti-natalism, media portrayals, vegan activists who proudly proclaim their racism, and brainstorm how white vegans can be allies to vegans of color and how vegans of color can build capacity and community with one another.

### **Queer People Taking Action (Beginner/Intermediate)**

**Facilitators: Johanna Heineman-Pieper and Shawna Lutzow**

This workshop aims to provide a space for queer WPC participants to gather and create action steps on how to effectively influence others in fighting against white supremacy and fighting for racial justice. Johanna and Shawna will share examples from their own lives and relationship as an interracial queer couple, including participating in local actions, contacting legislators, and their role in a civil disobedience demonstration protesting the president and his policies that ended with their arrest and the arrest of four other queer activists in Wisconsin. This workshop will be interactive and will leave attendees feeling more confident in their role in dismantling racism and fighting against white supremacy.

### **Race, Intersectionality and Privilege in the Support of Students Who Experience Sexual Violence on Campus: Does Identity Make a Difference? (Intermediate)**

**Facilitator: Oriana Guevara Jiménez**

This session presents the reduction of sexual violence in a campus community, via the spirit and mission of Title IX, as everyone's responsibility and an institutional imperative. The speaker discusses the rationale for approaching student care and support in cases of sexual violence from a trauma-informed, social-justice lens. Sexual violence within the context of privilege and power, and more specifically, the impact of sexual violence on students of color in the academy is explored. Ideas for how to best support and care

for students of color who have experienced sexual violence is discussed. The author also examines campus climate assessment and data-informed decision-making as primary approaches to culture change and critically important to the mission of reducing sexual and gender violence on campus.

## **Raising and Teaching Anti-Racist White Children in an Era of Mainstream White Supremacy**

**(Intermediate)**

**Facilitator: Ali Michael**

What do White children need to know about race? This workshop will share preliminary research on how White families talk (or—more commonly—don't talk) about race with their children. We will cover how schools and families can teach White children what they need to know to be anti-racist members of multiracial communities. Mainstream U.S. institutions have embraced an ideology of White supremacy since this country's founding. But overt White supremacist thinking has not been politically correct in the U.S. mainstream for many decades. Suddenly, in the wake of the 2016 election, White supremacist groups, including the National Policy Institute, are inserting themselves more and more into the mainstream. White supremacist lies, such as the superiority of the White race, and the idea that race is biological, are being more widely promoted and capitalized upon. This workshop will focus on what White children need to learn to be able to counter and resist both overt and subtle White supremacist messages. The presenter is White and will share stories from her own childhood, her experiences as a parent, and her 2014 Independent Schools Magazine article, "What do White Children Need to Know about Race?"

## **Raising Anti-Racist White Youth (Intermediate)**

**Facilitator: Sarah Hershey**

White people frequently struggle with accepting their privilege and moving through their white guilt and shame. As a result, white adults often get buried in personal identity work and stuck in inaction. But how would the picture change if, from early childhood, white children were comfortable talking about themselves as white racial beings, could identify racism and their white privilege, and saw themselves as a part of the solution? Through storytelling and dialogue, participants will deepen their understanding of and gain practical tools for helping white children be at peace with their whiteness and simultaneously active against racism.

## **Rebel Elegant: A Tribute to Mahmoud Abdul-Rauf and An Exploration Of Contemporary Athlete Activism (All Levels)**

**Facilitator: Raphael Cohen**

In 1996, Mahmoud Abdul-Rauf, a rising star for the NBA's Denver Nuggets, ignited controversy with his refusal to stand for the playing of the national anthem, citing his Muslim conscience and the U.S.'s history of racial and economic oppression. Known mostly for his lightning-quick jump shot and public battle with Tourette's Syndrome, Abdul-Rauf was suddenly thrust to the forefront of a countrywide discussion on free speech, religious liberty, and the conflation of sports and patriotism. Suspended by the NBA, and widely vilified in the press, his career was never the same. Twenty years later, Abdul-Rauf's stance has found resurgence in the actions of San Francisco 49ers

quarterback Colin Kaepernick, and other athletes, professional and amateur, who've chosen to sit, take a knee, or raise their fist during the anthem, in protest of the extrajudicial police killings of black people and systemic racism at large. In *Rebel Elegant*, a new chapbook and solo performance, Raphael Cohen blends poetry and biography, hoops history and social commentary, to honor Abdul-Rauf's inspired personal journey, abbreviated NBA run, and under-celebrated place in the tradition of athletes advocating for justice. Raphael will perform an excerpt of the piece with slideshow accompaniment, then facilitate an interactive discussion exploring contemporary athlete activism and sports as a site of anti-racist resistance.

### **Re-entry after WPC: Caring for self and preparing for action after the conference (Beginner)**

**Facilitator: Stephanie Puentes**

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 strategize specific actions we can take to minimize the shock of re-entry and maximize the benefits of our experience.

### **Re-imagining Whiteness in Organizing and Taking Action in Equity Movements: Embodying Loss within the Self for White People (Intermediate/Advanced)**

**Facilitator: Jordon Johnson**

*\*This workshop is specifically designed for White People*

Loss is a critical element to explore in understanding white supremacy, white privilege and moving forward in organizing and taking action in equity movements. 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. 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 people's connection to self and others. Social and cultural identities have been generated that white people have embraced although I propose have limited the capacity of the imagination to embrace all the possibilities of moving equity and social justice forward. This workshop is for intermediate and advanced white people willing to explore how loss has impacted our lives. Along with exploring loss, forgiveness will be integrated throughout the workshop that allows for an embodiment of a sense of self.

### **Remaking Racial Justice at School: Equity Literacy as a Framework for Rooting White Supremacy Out of Educational Equity Initiatives (Intermediate)**

**Facilitator: Paul C. Gorski**

Popular educational equity initiatives often are rooted in white liberalism and constructed in ways that create the illusion of movement toward equity while posing no real threat to the existence of inequity. In this workshop we will critically examine some of the ways white supremacy is recreated through supposed "equity" initiatives in educational environments. We will share the struggles we have faced trying, against

white resistance, to push institutions toward more transformative commitments to racial and social justice. For example, we will talk about recognizing and responding to instances of racial interest convergence, the tendency to favor harmony over justice, and the tendency to configure equity initiatives in ways that protect the interests of white families while further oppressing families of color. Then, using the equity literacy framework, we will explore strategies for naming and powering through these divergences. Specifically, we will consider five basic principles for avoiding the pitfalls of regressive “equity” initiatives and ensuring that our educational justice work in schools is as transformative as possible. Although we will discuss all of this within the larger sociopolitical context of neoliberalism and white supremacy, our focus will be on how spotting and responding to the ways in which this context impacts policy and practices in schools.

### **Run Towards Fear: Hip-Hop Activism During the Obama Era....And the Rise of White Supremacy/Supremacists (Advanced)**

**Facilitator: Bakari Kitwana**

This workshop examines the evolution of hip-hop activism and hip-hop electoral politics engagement leading into the Obama presidency. The presentation also examines the transition between hip-hop political activism centered on electoral politics and the rise of a new youth generation of activism following the Mike Brown Rebellion, paying particular attention to how hip-hop political engagement morphs under millennial leadership through independent artists like Jasiri X, Tef Poe, Sa-Roc, Rebel Diaz, among others. This interactive presentation (lecture /video/ discussion) is particularly concerned with how the national discourse around race shifted between 2007/2008 and 2016/2017 from post-racism to alt-right. This presentation also gives consideration to the ways popular culture moments driven by artists like Beyonce and Kendrick Lamar, actors like Jesse Williams and sports figures like Colin Kaepernick are both invigorating and distracting from social justice efforts. Drawing on his career as a pioneering hip-hop journalist, the presentation will also consider simultaneous major shifts in media, including the impact of social media and fake news. Run Towards Fear concludes by answering the question, where do we go from here? We will reflect on new generation strategies and successes that haven't penetrated national media, and the ways young activists across the nation are re-imagining the most important issues of our time.

### **Secularism, liberalism, Islamophobia and the reproduction of Whiteness (Advanced)**

**Facilitator: Amer Ahmed**

Post-9/11 United States has unveiled Islamophobia as an increasingly prevalent phenomenon. An issue of both religion and racism, Islamophobia has not only been a phenomenon of the religious right wing in the United States, but also of so-called "liberal secular humanists" including Bill Maher and Sam Harris. Such individuals not only demonize all religions, but hold particular disdain for Islam. This session will examine how whiteness in relationship to secular humanism helps foment Islamophobia in the United States.

### **Setting the Stage for A Courageous Conversation About Race (Beginner)**

**Facilitator: Glenn Singleton**

This seminar introduces key elements of the Courageous Conversation™ protocol and outlines how these tools can benefit professionals in a wide variety of organizations. It unveils several unexplored aspects of racial identity development in the US, and it challenges participants to discover and further their progress in developing racial equity.

### **Silence is Violence and Inaction Gives Traction – to White Supremacy (All Levels)**

**Facilitators: Lila Cabbil and Jody Alyn**

How have white silence and lack of individual and collective action fueled our current culture of violence toward people of color? How do we seize opportunities to be accountable for truth about, and change required for, racial equity? This interactive workshop will explore the urgency of integrating the principles of accountability for action in our lifestyle. Three levels will be described: personal, institutional and cultural/structural. Participants will have an opportunity to share personal stories and outline their own plan for accountability. We will brainstorm ways to stay in touch, become accountability partners to one another and support actions throughout the year.

### **Start Where You Are...But Don't Stay There: The Journey Towards Understanding White Privilege and Dismantling Oppression (Beginner)**

**Facilitator: Deneca Avant**

In an era of institutional racism, sexism, marginalization, and other oppressive conditions that shape the lives of diverse populations, we must work to expand our horizon on how privilege and oppression are socialized, internalized, and maintained. It is vital to begin with self-reflection to explore the significance of our interactions with others and evaluate how we perceive people who are different from ourselves. To promote peace and justice, we must transform our thinking about how White privilege and various forms of oppression are manifested in society. Through interactive exercises and dialogue, participants will better understand the role of intersectionality and how unconscious biases influence actions. This workshop will offer strategies to enhance cultural competence, appreciate individual uniqueness, and challenge injustices to create solvencies.

### **Sustaining Movements for Racial Justice Beyond “Self-Care”: A Conversation about Activist Burnout, Racial Battle Fatigue, Patriarchy, and White Supremacy in Racial Justice Work (Intermediate)**

**Facilitator: Paul C. Gorski**

Decades of social movement research has shown that perhaps the most formidable barrier to the sustainability of social movements are conditions that exist *within social movements*. These include conditions related to how activists treat one another, intersectional oppression within social justice movements, worker exploitation in non-profits that do social justice work, and a “culture of martyrdom” within activist communities that drives activists to hold one another accountable to working themselves to exhaustion and illness. Resistance to social justice work will persist—resistance from state actors, corporate interests, and others whose interests are served by destroying movements for justice. What we, as activists, can control are the conditions within our movements and the extent to which they contribute to fellow activists’ burnout and racial battle fatigue. In this workshop we will discuss these conditions and how we can build activist communities that are conducive to the

sustainability of social movements. I will briefly share the results of interviews with 30 racial justice activists who temporarily disengaged from their activism due to the emotional and physical implications of harmful activist cultures, but who later re-engaged.

### **Supporting Youth Action after YAP & WPC (All Levels)**

**Facilitators: Jeffery Cox, Jada Monica Drew and Jazelyn Montanez**

How do we support our youth when they return to their school and communities after YAP (Youth Action Project) & WPC? What actions are they ready to take and who do they need to enroll in their plans? If you have brought students to WPC or are considering bringing your students, this workshop is for you. If you want to bring the YAP Team to your region, this workshop is for you. Come listen to YAP facilitators and former youth participants share what happens during YAP and how students are exposed to content that explores racial identity, white privilege and how to make a difference in their communities. You will hear strategies that have worked for other schools, the YAP model and results YAP attendees have accomplished upon their return and how best to support them.

### **Taking Action through Mindfulness Practices (All Levels)**

**Facilitator: Dena Samuels**

Over the last few decades, the ancient eastern and Indigenous practice of Mindfulness has become a buzzword in western industry. Well-known corporations are appropriating the practice through the privileged lens of McMindfulness: explicitly using Mindfulness for the purpose of increasing financial gains. One way to honor this tradition in the spirit of its origins, however, is to use Mindfulness to create connection with and compassion for others. Current research shows that contemplative practices and awareness of our own implicit biases allow us to interact with others more authentically, building deeper and healthier relationships, especially across social differences. In addition, everyone has access to these techniques at any given moment, providing an equitable solution to peace and social justice. This session will include mindfulness practices, self-awareness, and embodied engagement to collaboratively create a more culturally inclusive world.

### **Talking About Race: Disrupting Racism in Schools (All Levels)**

**Facilitators: Benny Vasquez and Hannah Lucal**

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 students. During this interactive session, we will discuss the white cultural dominance and its manifestations, as well as identifying where it is present within our educational institutions. Participants will explore examples of anti-racist pedagogy and strategies to incorporate an anti-racist practice in your teaching or role in schools.

### **Teachers as Activists and Activists as Teachers: Dismantling White Supremacy in the Classroom (Intermediate)**

**Facilitators: Alice Ragland and Shemariah Arki**

This workshop explores white supremacy in educational institutions and the ways in which educators can dismantle it in their classrooms. White supremacy appears in



schools through practices and policies that reinforce the language, communication styles, and behaviors of dominant culture while disparaging that of students of color. White supremacy also appears in schools through the curriculum, which typically centers the experiences and knowledge of the dominant culture while marginalizing and ignoring that of students of color. This inadvertent racism runs rampant when we do not fight against hidden white supremacy and when we do not address issues of power, privilege and oppression in our classrooms. With the current change in the political landscape and the conservative backlash harming students of color now more than ever, it is extremely important to disrupt white supremacy in educational settings. Bullying against Latinos, Muslims, Native Americans, African Americans, and other students during and after the election has left many feeling unsafe in their own schools. The presenters are experienced in discussing these issues with students, and they will share their tools for exploring these difficult topics with youth. This workshop is beneficial for teachers, students, community educators, parents, and anyone else interested in dismantling white supremacy in educational settings.

### **Teaching While White: How Whiteness Intersects with K-12 Classrooms (Beginner/Intermediate)**

**Facilitators: Jenna Chandler-Ward and Elizabeth Denevi**

Two veteran classroom teachers and administrators will share strategies for naming and exploring white racial identity development in schools. We will begin with a research-based approach to why talking about race in the classroom is so critical to academic excellence. Beginning with racial identity development, we will look at professional development models for engaging teachers and administrators. Concepts such as stereotype threat, racial microaggressions, and aversive racism will be explored in-depth. Included will be suggestions for ways to build these skills into observation protocols as well as evaluation documents. We will detail an overall approach to increase racial literacy and equity in the school community. We will then share curricular frameworks for connecting conversations about racial identity, unearned privilege, and racism to classroom learning. There will be lesson plan ideas as well as strategies for having conversations with students, teachers, and parents. Participants will leave the workshop with both a better sense of the theory as well as classroom content and pedagogy for challenging racism and creating healthy, engaged classrooms where children and adults can bring all of themselves to their learning/teaching.

### **The Body Already Knows: A Framework for Dismantling Race, Racism and Whiteness and Achieving Racial Justice (Intermediate/Advanced)**

**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. Based on the above two ideas, the workshop (1) begins by grounding into the body in myriad ways and helping participants explore the notion of "embodied racial justice". To be sure, this is not a watering-down of critical race work and instead helps participants be more present and more capable of leaning into the complexities of racial justice work. From here we (2) discuss concrete concepts regarding Race, Racism and Whiteness such as the power of the U.S. "racial narrative" and the role of the White Imperial Gaze, (3) examine the innovative framework of "cellular wisdom" developed for this workshop, and then (4) practice using it to upend the divisive patterns of racial oppression and replace them with ways of being that speak more truthfully to our human connection and the core principles of racial justice. The workshop ends (5) with small group discussion and dedicated time for concrete application of this framework to participants' lives and to their racial justice work. Because of the complexity of its content, this interactive workshop is not a good fit for folks new to racial justice content.

### **The Brilliance of White Supremacy and White Privilege (Intermediate)**

#### **Facilitator: Terrence Frazier**

White supremacy is a socially, politically, and economically, ubiquitous force in North America that was intentionally and unintentionally devised in a way that lead to a paternalistic relationship between Whites and African Americans. For example, politically, any legislation that was passed in favor of African Americans (13th Amendment, 14th Amendment, 1964 Civil rights Act,) was implemented, mostly, by White males that had the political power to make "changes" for African Americans. The premise of the brilliance of white supremacy and white privilege is that, the aforementioned system, was intentionally and unintentionally devised to render African Americans dependent on the power and privilege of White Americans to create "equality". This session will challenge individuals to critically consider how to truly create profound social change and equality through understanding the insidious, covert and overt underpinnings to white supremacy and white privilege.

### **The C.O.R.E. of Resistance: Combating Systematic Oppression of Students of Color in Advanced Courses in Public Education. (Intermediate)**

#### **Facilitators: Solit Germano, Brionna Lam, Petra Lange, Robert Nishimwe, Victoria Yin and Charles Mercer**

The institutional foundations of education were constructed from white supremacist ideals and continue to manifest in ways that limit the academic achievement and personal growth of students of color. In an effort to mitigate the effects of institutional racism in advanced courses, C.O.R.E. (Community of Racial Equity) for Advancement, a student-led group, was created to support students of color in AP, IB, and dual-enrollment courses. Because of the increase in divisive rhetoric over the past year and the fear of a regression of racial inclusivity, C.O.R.E has taken steps to galvanize through community activism, policy advocacy, student support, and educational opportunities. In this engaging workshop, participants actively explore strategies to connect and motivate high school students to create change in their classes, schools, and community.

## **The Inconvenient Truth of Shared Queer Identity: Strategizing for Peace, Taking Action for Equity (Intermediate)**

**Facilitators: Stephanie Puentes, Jordon Johnson and Storme Lynn**

Just because we share space under the "queer" umbrella doesn't mean we are all having the same experience. Our race, age, ability status, and class all intersect with our queer identity, yet white privilege and culture attempt to suppress the complexity of our lived experiences. In a society embedded in heteropatriarchy and white supremacy, silence is a form of action to keep these practices in play. How do we work together to face white culture and privilege in an ever shifting social and political landscape? This workshop is a shared queer space designed to practice holding each other, the conference, organizations, and allies accountable to fighting for LGBTQ rights. Together we will strategize ways to find peace for ourselves and take action for equity.

## **The Kaepernick Effect: How Sports and Music Can Promote Privilege, Resistance, and Justice (All Levels)**

**Facilitators: Jasiri X and Chuck Modiano**

In 2016, Colin Kaepernick was first spotted sitting down for the national anthem because he refused to "show pride in a flag for a country that oppresses black people and people of color." Overall, 48 NFL players from 13 NFL teams have knelt, sat, or raised a fist during the national anthem on game day. "The Kaepernick Effect" has included WNBA stars, star soccer player Megan Rapinoe, Gold medal swimmer Anthony Ervin, 52 high schools, and 39 colleges. Kaepernick's kneeling was one of many protests by famous athletes and musicians in recent years. From protests ranging from famous musicians and athletes to local organizers, various expressions of resistance will be shared. And participants will also learn how local protesters bypassed stars, took matter into their own hands, and used popular culture to fighting against racial injustice and police oppression.

## **The Light. The Light. One will perish without the light. Collecting Stories for Addressing Racism to Ignite Radical Change (Intermediate)**

**Facilitator: Shakti Butler**

We are in a time of danger. White supremacy and white nationalism have been legitimized and celebrated. We feel the pain, and we must seize the opportunity. We will come together to imagine a world of belonging. We will tell and hear stories of neighbors, organizations, institutions, communities, who are working to create radical change out of radical love, from Awra Amba, Ethiopia to Fort Worth, Texas. We will be conscious about cultivating relationships that bring together community that supports building movements. We will talk to each other, motivate, inspire, brainstorm—let us conspire together. Quoting from "Nothing Personal", an essay by James Baldwin: *One discovers the light in darkness. That is what darkness is for. But everything in our lives depends on how we bear the light. It is necessary, while in darkness, to know that there is a light somewhere, to know that in oneself, waiting to be found there is a light. What the light reveals is danger, and what it demands is faith...I know we often lose...and how often one feels that one cannot start again. And yet, on pain of death, one can never remain where one is. The light. The light. One will perish without the light...The sea rises, the light fails, lovers cling to each other, and children cling to us. And the*

*moment we cease to hold each other, the moment we break faith with one another, the sea engulfs us and the light goes out.*

### **The Post-election Culture of Hate and the Challenges for Educators (All Levels)**

**Facilitator: Abby Ferber**

Since the elections, incidents of hate crime and hate speech have skyrocketed. First, we will examine the new terrain of the continuum of hate, shifting our notions of mainstream white privilege versus far right white supremacist behavior. Will this new culture of hate finally pull the rug out from under the myth of color-blindness? Second, we will examine specific examples of the targeting of educators, aimed at silencing discussions of white privilege and white supremacy, as well as suggestions for individuals as well as organizations and institutions.

### **The Privilege Sandwich: A Curricular Strategy for Overcoming Resistance and Inspiring Action (Advanced)**

**Facilitator: Marlo Goldstein Hode**

Learning about and engaging in discussions about privilege can provoke strong resistance from participants in both dominant and marginalized identity groups.

Members of dominant groups may struggle with feelings of guilt, shame, and cognitive dissonance. Individuals from non-dominant groups may also react negatively to the topic of privilege because they may perceive it as marking them as disadvantaged or oppressed, minimizing their own sense of agency. The Privilege Sandwich approach is a theory-based curricular strategy designed to help mitigate resistance and promote a sense of self-efficacy to take action. In this approach, the concept of privilege is strategically sandwiched between the concepts of empathy and allyship/advocacy.

Learning about privilege from an intersectional perspective is approached as a cognitive learning goal to help increase one's capacity for empathy, an affective learning goal. The final part of the Privilege Sandwich involves increasing learners' sense of self-efficacy in putting empathy and privilege into action (behavioral learning). Through learning about specific strategies and action steps one can take to be an ally or advocate, participants are empowered to make changes in their daily lives and in their organizations. This session is designed as a workshop for diversity & inclusion educators and trainers seeking effective ways to engage people in a developmental learning process around the concept of privilege. After participants explore the Privilege Sandwich curricular activities, they will participate in small group work to discuss and share ideas, activities, and resources for applying this approach to teaching about privilege in their own contexts.

### **The Psychological Case for Reparations to Descendants of American Slavery: Transforming Ghosts into Ancestors (All Levels)**

**Facilitators: Bryan K. Nichols and Medria L. Connolly**

In the June, 2014 edition of *The Atlantic*, Ta-Nahesi Coates presented a compelling argument for the just provision of material reparations to the descendants of American slavery, not just because of that history of enslavement, but also for the discrimination that has ensued. Coates describes the horrors of Jim Crow, but shines an even brighter light on the systematic theft of wealth owing to the policy of red-lining. His is a moral argument. We note that in addition to the moral imperative of reparations, there are

powerful psychological reasons to pursue a policy of repairing a profound tear in the multicultural fabric of the country. In the absence of an “official apology” and the offering of “compensation” for damages there exists a pervasive social toxicity that is powerful and invisible. These unresolved psychological forces have profound negative consequences for individuals as well as for the collective consciousness of the nation. We offer the “psychological case” of how this neglected apology and un-tendered compensation impacts all of us psychologically. We reference the growing empirical literature on the now un-deniable phenomenon of implicit bias that plays a role in events as diverse as police shootings and Kindergarten expulsions. We describe the intergenerational transmission of trauma, how epigenetic research suggests that genes damaged by trauma in one generation may be passed on to future generations, and how these unresolved issues manifest as “ghosts”, haunting and disrupting the contemporary cultural discourse. Finally, we describe how reparations can be the antidote for these psychological maladies, and how the “ripple effect” would create benefits we can barely imagine.

### **The Role of Equity Literacy in Overcoming White Privilege and Increasing Academic Excellence through the use of Quality Literature (Intermediate)**

**Facilitator: Marguerite W. Penick-Parks**

“The Role of Equity Literacy in Increasing Academic Excellence” highlights the application of Gorski’s equity literacy framework as a curricular approach to infusing diverse and multiple perspectives in PK-12 school curriculum and presents equity literacy as an imperative curricular approach to increasing academic excellence, especially in traditionally marginalized PK-12 students. Sample trade books are organized into seven strands and areas for supporting curriculum development: race, social class, culture, global perspectives, power and privilege, gender/sexuality, and intersectionality.

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

**Facilitator: Diane 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.

### **There Are No Accidents Here: How Supremacy is Built into and Maintained by Organizational Systems (Beginner)**

**Facilitator: Frances E. Kendall**

One of the most difficult and painful realizations to hold onto is that our organizational structures are specifically and purposefully designed to produce systems of supremacy and unjust realities based on race, sex, class, religion, ability, sexual orientation and identity, skin color and ethnicity. In this workshop we will look at what systems are and how they function. We will explore how those of us with privilege participate, intentionally or not, in maintaining and reproducing inequitable and self-serving institutions. Based on a deeper understanding of organization reality, we are better able to meet our responsibility to see that change occurs.

### **There's no Hierarchy of Oppressions: A Mom's Reflections on Intersectionality (Beginner)**

**Facilitator: Corrie Wallace**

"What a beautiful baby." "You gonna be a football player like your daddy?" "So...does he have a girlfriend yet?" From the time Wallace's son was about 2, she knew. Wallace struggled with what to do with that. She tried to make sure he knew that she loved him unconditionally. That she would always love him no matter what. So as a teenager when he walked into their bedroom and said "Mom and Dad - I have something I want to tell you...I'm gay," she wasn't surprised at all. Sure she worried. How was she going to make sure that this son of hers, who would grow up in this football player's body, into a Black man with all of the stereotypical responses both positive and negative that he'd encounter was prepared for the cruel world waiting ahead? To flourish, comfortable in the skin he was in; strong in his beliefs and aspirations, equipped with what he would need to stay balanced. Inspired by Audre Lorde's *There is No Hierarchy of Oppressions* come learn about this mom's journey through the intersections of identity which make us complex, make us human and are the key to guiding our relationships and interactions. Participants will have the opportunity to explore systems of oppression, draw upon their personal and professional experiences to make connections to supporting students and staff in their school communities while learning about intersectionality and the notion of identity.

### **Transforming Fragility (Beginner/Intermediate)**

**Facilitators: Tiffany and Ryan Williams-Virden**

This workshop is aimed at deconstructing white supremacy by moving participants towards the Autonomy stage of racial identity. The premise is that moving through stages of racial identity is a process of change. Because people are often resistant to change in any context, but especially in their racial understanding, participants need to be equipped with an understanding of how to be resilient and embrace change. Resisting change often comes in the form of white fragility, this workshop begins with this understanding. Through an analysis of how this fragility is fueled by a resistance to change participants are then introduced to strategies and tools for being resilient and embracing the evolution of their racial development. Participants will leave the workshop with a better understanding of the ways fragility manifests in their lives, how to combat that fragility, and with a strategy for moving towards the Autonomous stage of racial development making them more capable accomplices in the struggle against white privilege and white supremacy. This workshop fits perfectly in the theme for this year's conference as it encourages folks to take action and it deconstructs the culture of white

supremacy by moving participants towards the anti-racist worldview white defines the Autonomous stage of racial identity.

### **Transforming Local Government for Racial Equity: Our Democracy Depends Upon It (All Levels)**

**Facilitators: Jesse Villalobos, Rachael DeCruz, Tariq Saqqaf and Erica Nelson**

In this workshop, we will share national best practices and examples of how government can achieve real gains to advance racial equity. Join us and learn what brings local government to the table, get hands on experience with GARE/CSI resources and tools, and hear strategies from community-based partners on how they've worked to hold government accountable for measurable impact and from government leaders working for transformation from the inside. In recent years, over 100 local jurisdictions from across all regions of the U.S. have partnered with the Government Alliance on Racial Equity (GARE) --a program of the Center for Social Inclusion (CSI), to gain the knowledge, tools and strategies to do just that. We know historically that actions from government have both created and maintained racial inequities. Therefore, to advance racial equity, the fundamental transformation of government is necessary. GARE is a program of the Center for Social Inclusion (CSI). CSI is a national non-profit organization whose mission is to catalyze local communities, government, and other public and private institutions to dismantle structural racial inequity and create equitable outcomes for all. CSI crafts and applies strategies and tools to transform our nation's policies and practices, in order to achieve racial equity.

### **Understanding Privilege & Cultural Competence: Building a better tomorrow, today! (All Levels)**

**Facilitator: Tawanda Owens**

"What you can measure, you can manage" is a wise old adage. This notion lies at the heart of assessing intercultural competence. As we work to organize and strategize for a better tomorrow we will begin to see how our cultural perceptions and privilege shapes our assumptions, daily interactions, as well as institutional policies and procedures. This interactive session will illustrate how the Intercultural Development Inventory (IDI) can be utilized in your schools, businesses and/or community organizations in efforts to becoming more culturally competent. The Intercultural Development Inventory (IDI) is a 50- item, online questionnaire that measures one's mindset and skillset to help participants develop a plan to increase intercultural competence. As we position ourselves to take-action today, we will learn how to utilize the IDI as a platform to propel your organizations in effort to increase intercultural competence. Additionally, we must be willing to talk courageously about cultural competence, white supremacy, white privilege and oppression in combination. We will do that in this session too.

### **Understanding the Role of Patriarchy in Supporting White Supremacy (Advanced)**

**Facilitator: Natalie J. Thoreson and Gin Gridley**

In this interactive workshop we will explore the intersections of patriarchy and white supremacy. Patriarchy and white supremacy are manifestations of systemic oppression that allow one group of people to dominate another. Often, the impacts of patriarchy are ignored in conversations related to white supremacy, so people who are affected by one

may not question the other. Additionally, the construction of patriarchy is underpinned in white supremacist ideals and beliefs. Unexamined patriarchy creates division in our allied movements, thus strengthening white supremacy. Patriarchy and white supremacy are intricately woven together. Combating one, while reinforcing the other, inhibits action toward positive change. This workshop aims to highlight the intersections of these two forms of oppression and support participants in identifying ways to deconstruct both, in service of equity and change.

### **Understanding White Privilege through dialogue: An invitation to connect (Intermediate)**

**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 the person in ways that will allow them to better understand the person’s experience and build (or rebuild) relationships needed to make changes.

### **unlearn. Critical thinking by design (Beginner)**

**Facilitator: Abhi Ahluwalia**

Inspired by the Socratic philosophy, “I cannot teach anybody anything, I can only make them think,” this workshop will challenge participants to think critically about stereotypes, prejudice, discrimination and white privilege. Workshop participants will be lead through experiential activities using *unlearn's* critical thinking posters designed to provoke thought, and inspire positive change. If you are still unsure why you would ever want to unlearn, attend this workshop with an open mind and prepare to have your mind stretched.

### **Using Rage to Dismantle White Supremacy - Creating a New Paradigm to Look at Rage (Intermediate)**

**Facilitators: Toi Sing Woo and Tiffany Taylor Smith**

The purpose of the workshop is to explore how we dismantle the old narratives of rage as being uncontrollable, unreasonable, out of fear, and old feelings of shame and guilt. Instead we need to look at rage as a new anti-oppression tool that will bring us clarity and courage during moments of racist interactions. Participants will be given tools to process how they engage in racial rage, hold the rage and come out of the rage through re-centering and healing. This experience will be especially beneficial for people of color.

### **Walking the Talk: Transforming Organizations for Equity (Intermediate)**

**Facilitators: Emily Affolter and Rachael DeCruz**

We have both experienced inequity in the workplace in multiple, different forms. Many of these workplaces have been either social justice driven, or with mission statements congruent with social justice ideals. There was often a gaping rift, however, between organizational values and their track record of putting them into practice. In part, this can be explained by a vast lack of awareness about what an equitable workplace culture actually looks like. Many organizations also struggle to identify and implement



institutional policies and practices that lead to transformational change. How can we, as employees of organizations and institutions, effectively *interrupt and change* habits of mind, policy, and practice that uphold white supremacy in our workplaces? Participants will leave this pragmatic workshop with an organizational change toolkit that they help co-construct, along with practical strategies that can be implemented in the workplace. Our focus on both individual and systemic change will challenge participants to think holistically about how to identify intervention points that can shift workplace culture. Through a combination of small group conversations, scenarios and reflection time, participants will identify inequitable policy and practice examples from their workplaces and workshop solutions together. Organizational change focused on combating racism will also allow us to dismantle power structures that advance sexist, heteronormative, U.S.-centric, ableist, and xenophobic agendas, offering effective and applicable pathways to transformation.

### **We Got This: Staying Focused in Difficult Times (All Levels)**

**Facilitator: Sam Offer**

These past months have proven to be difficult times for many of us. We've asked the question, "Are we moving forward or backward?" Many are finding it difficult to stay focused and hopeful as Social Justice change agents. This session will allow us to breathe together, and to look at ways we can center ourselves to continue the work towards justice and equity. Join us for this interactive and refreshing session.

### **We the People: Analyzing White Privilege and Presidential Politricks Through A Hip-Hop Lens (All Levels)**

**Facilitator: Aisha Fukushima**

Thanks to the legacy of artists such as Public Enemy, KRS-One, Nas and Kendrick Lamar, hip-hop has a longstanding tradition of bringing stories from the margins to center stage. In the vein of RAPtivism (rap activism) and emcee truth-telling this workshop will challenge participants to examine structures of nationalism and white supremacy in current presidential politics through a hip-hop lens. Our analysis will be rooted in A Tribe Called Quest's song "We The People" off of their 2016 album We Got It From Here... Thank You 4 Your Service. This workshop is geared towards educators, students, staff alike who are interested in leveraging the power of hip-hop to inspire courageous conversations about whiteness, nationalism and deconstructing what it means to "make America great again." Additionally we will engage in building community through sound by creating our own freestyles to reflect back our takeaways from the workshop experience. Open to all levels of interest and experience.

### **What about the Poor White People? (All Levels)**

**Facilitators: Andre Robert Lee, Barb Lee and Chad Stevens**

This workshop will use the new feature documentary *Overburden* as a starting point for examining issues of poverty, culture, mono-economy, and corporate power in rural White America. (there is an extra space here) *Overburden* tells the story of two women — (replaced dash) one, a fiery, pro-coal advocate; the other, a tenacious, (omit comma) environmentalist grandmother. The women stand firm on opposing sides of the controversy over coal in their communities, but when a tragedy strikes, it unites them to take on the most dangerous coal company in America. This workshop dives deep into a

topic we haven't explored enough. How does White Privilege affect poor White people in the United States? Some of the discussion questions will include: What comes to mind when you hear the word "hillbilly?" Why do the people who live near natural energy resources tend to be so poor? How do corporations create and maintain low-cost labor? Do you have hope for the next 10 years of your life? For Americans who do not, how might this hopelessness affect their daily choices and perspectives?

***Please note: We are NOT screening the film in this workshop. Please join us for the Overburden screening Friday night at 8:30 pm in Bennie Moten Room before attending this discussion workshop.***

### **What if I'm Cisgender, White and Heterosexual? Intersections, Privilege and Fierce Allyship (All Levels)**

**Facilitator: Tarah Fleming**

What does it mean to have intersecting identities? How does the awareness of our privileged identities inform the way we develop and display allied behavior in social movements for liberation? This workshop is an opportunity to explore our intentions and more importantly our impact as allies to trans people, people of color and other communities experiencing marginalization daily. Through self-reflection, storytelling and "group think" we will focus on and commit to positive practices in conscious allied living.

### **What is the Color of Wealth? White (Supremacy) (Intermediate)**

**Facilitator: Bob Williams**

While shifting demographics may threaten the political power of white supremacy, the widening racial wealth gap demonstrates its source of economic power remains undiminished. The concentration of wealth among whites not only reflects our country's past policies of racial enslavement, extermination, expropriation, and exclusion, but also ensures the perpetuation of white supremacy into the future. In this workshop, we will examine the power of wealth, including its capacity to persist across generations. We will identify selected policies, ones that appear color blind, which function to maintain white supremacy into the future. The workshop includes several experiential activities that examine our relationships to wealth, the extent of the racial wealth gap, and current policies that promote white supremacy. Participants will leave the workshop better skilled at recognizing the current structures and culture supporting white supremacy as well as alternative policies that can expand opportunity and equity throughout our communities.

### **When Teaching Becomes your Greatest Learning Experience: Becoming Aware of Your Privileges and Biases in order to Form Stronger Connections with People of Other Races (Beginner)**

**Facilitator: Amanda Hazel**

Many White people go their whole lives having never experienced being the only White person in a room. This was the case with the presenter until she had the opportunity to be the only White person in the room in her student teaching experience. While her experience is full of wonderful memories of making connections with her first graders, there are also many memories of disconnect between her and her students. This session will give participants the chance to reflect upon situations where they have been the only person of their race in a situation and how being the minority felt. Interactions

among people with different experiences as well as people of different races are often very rewarding but can also prove quite challenging. Although these situations can be uncomfortable, it is important to face them because jumping into uncomfortable territory allows for tremendous growth. This workshop will also give participants the chance to practice “leaning into” and embracing the uncomfortable as opportunities to learn. In her student teaching, the presenter found that the difference between White people and people of color is that White people have the chance to leave as well as avoid situations of being the minority altogether. Lastly, the workshop will provide discussion as well as practice in helping people examine their biases and assumptions to ensure that they do not damage the quality of interactions with people of different races.

### **White Educators: Interrupting Microaggressions (Intermediate)**

#### **Facilitators: Christine Saxman and Shelly Tochluk**

Peace, equity, and opportunity are not possible if white people think they understand and avoid enacting microaggressions, but actually do not. This workshop invites you to deconstruct the role White Supremacy and Privilege play in microaggressions within schools. By investigating our racial consciousness and 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 and students 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 of microaggressions in order to create peace, equity, and opportunity.

### **White Followership for Racial Justice and Systemic Change: Centering People of Color in Cross-Racial Leadership (Intermediate)**

#### **Facilitators: Jesse Villalobos, Lisa Albrecht and Frances E. Kendall**

One of the tenets of white supremacy is that White people are, by definition, ones who lead. The belief and practice underlying White followership is centered on forefronting the needs of communities of color in interracial organizing for racial justice. In this session we will: Look at leadership models within the emerging racial justice movement that address “white followership” and will compare these new models with traditional views of leadership; Engage critically the idea of “white allyship” while focusing white efforts on a practice of critical humility in their work; and Explore ways to design strategic cross-racial alliances between people of color and white groups and communities that use white followership as a tool for successful transformative racial justice work.

### **White Fragility (All Levels)**

#### **Facilitator: Robin DiAngelo**

In order to deconstruct white supremacy we must understand its impact on our own lives and interactions. White people in the U.S. live in an insular, racially privileged social environment. Although intersecting identities such as social class may mediate this insulation at the local level, the larger society relentlessly represents and affirms us racially. This builds our expectations for racial comfort while at the same time lowering our tolerance for racial stress. White Fragility is a state in which even a minimum amount of racial stress 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. This workshop will provide an overview of white fragility and provide the perspectives and skills needed for white people to build their racial stamina and create more racially just norms and practices. Now more than ever we must take courageous stands against racism.. Although the focus is on white people, people of color may find the analysis useful to navigating white culture.

### **White Legacy, Ghosts, and Untold Stories: How an Honest Reconciliation with History Can Create Peace, Equity, and Opportunity (All Levels)**

**Facilitator: Christine Saxman**

In 1988, in Saxman’s hometown of Allentown, PA, a high-school friend invited her to dinner to tell her he was joining a white supremacist group. Saxman had no skills to navigate the conversation, to call him back in, and she just accepted the end of the friendship. A year later, she consoled a white friend facing legal issues when white supremacists showed up at a party and stabbed someone. Yet a few years later, the Nazi skinheads, the Freeman brothers killed their parents and fled across the country. These stories live within her and yet not. As the alt-right/white nationalists work to normalize White Supremacy and many white people are shocked, Saxman poses these questions: how can white people tell their personal legacy stories? How does naming our history, reconciling our history, lead to organizing, strategy, and direct action? In this workshop, she is asking white people to come forward to share their personal stories with White Supremacy, not just as a system as, but as lived experience. We will work together to understand our personal relationships to these stories and how that truth-telling can be part of the action that creates peace, equity, and opportunity.

### **White Privilege and the "International Baccalaureate Program": White Supremacy and Centrality in Framing International Secondary Diplomas and Programs for Students of color (Beginner)**

**Facilitator: Tricia Diamond**

IB programs are presented as a panacea or option to foster excellence in inner city schools, often before a wave of gentrification arrives to "switch" the school back to serving white majority student populations. The process by which white supremacy is instilled, maintained and proliferated in curriculum, planning and operations of majority student of color schools will be examined and ways to counter this narrative and make these schools truly international versus European. Irrespective of the black and brown faces in leadership or faculty, the end results of Balkanization and white supremacy and privilege remain.

### **Working Together For Liberation: Reading the Word: Reading the World (Intermediate)**

**Facilitators: Susan Fleming, Theresa Leneer and Jacqueline Fischer**

Our time together will focus on two questions: How do we use our capacity of reason and experience to examine and change oppressive power dynamics that affect children, families, and communities, giving validity to emotional and cultural knowledge as valid tools for reasoning? How do culture, language and identity as a social fabrication help us define the understanding of self and one’s experience of power and privilege in our society? Together we will explore Paulo Freire concepts of conscientization (critical

awareness), and reading the world (critical analysis within a contextual framework.) Our experience will include reflecting on short creative arts pieces that give voice to the interplay between culture, language and identity.

### **Yes, You Have Privilege - How Are You Using Yours? How Can You Make A Difference? (Intermediate/Advanced)**

**Facilitator: Rosalie Chamberlain**

How do you have conversations about privilege when you are not at a conference focused on White Privilege? The only way to really make headway inside organizations, schools and communities is for each individual to take the responsibility to understand the privileges they have, or don't; the impact of how privilege is used (even unconsciously), and create actions that will dismantle the rules, practices and procedures that keep privilege in place. This workshop provides opportunity for building inner awareness about one's white privilege, other aspects of privilege, rank and oppression, and the impact of how and when privileges are used to the benefit or detriment of others. Change boils down to individual responsibility. Participants will discover ways they can make a difference. Until we stop thinking an imbalance in privilege does not exist and stop ignoring the impact by either avoiding or explaining away the imbalances, progress will be slow in creating understanding, equality and social justice.

### **“You are not really Black!” “You are not really Korean.” “You are not really American.” Navigating White privilege and white supremacy as an adopted child of color in a trans-racial family in the United States (Beginner/Intermediate)**

**Facilitators: Timothy Rehberg and Beth Wheeler**

We live in an increasingly volatile time where overt exertion of white supremacy is on the rise as are hate crimes. As we move into 2017, we need to be prepared to support ourselves, our children, our students, and our friends as we all navigate our White Supremacist culture and the role white privilege and racism play in our country, in our towns, in our schools and in our families. For Trans-racial adoptees, living with racism and white privilege, this is a daily personal challenge. As children of color, often not seen as children of color, adoptees of color are constantly trying to understand, and determine what their identity is, which of the multiple identities are “primary”, and how to come to terms with the white privilege they experience as a result of being raised by white parents. By possessing multi-racial identities, trans-racial adoptees are able to navigate through many different constructs within society. They are adept at code switching and adapting to the environments they are in. How do we support trans-racially adopted people of color to develop a healthy sense of racial identity, navigate the world of white privilege through which they have benefitted, and activate ourselves to work for racial justice and an end to white supremacist tactics? They are often “the forgotten ones” when it comes to developing a healthy racial identity along with battling white privilege. How can we all be allies, specifically those who possess the privileges that many people of color do not so they don't have to carry these burdens alone?

### **You Can't Unfriend Everybody: Real talk with your family and friends about white supremacy and other forms of oppression (Beginner/Intermediate)**

**Facilitators: Tanya O. Williams and Beth Yohe**

In conversations about white supremacy, white and other forms of oppression, have you had friends: 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 individual level? Focus solely on race but ignore class, religious or other forms of oppression? This interactive session will focus on using facilitation skills in everyday conversations including skills like reframing resistance, listening deeply, and navigating your own triggers in conversations. This session will ask participants to address these and other unique dynamics around addressing privilege and embrace the opportunity to dialogue in face of difference.

### **Your Money Story: Financial Literacy and White Culture (Beginner)**

**Facilitators: Donte Curtis and Niki Pechinski**

This session examines the roles of culture, family heritage, and dominant white culture in financial literacy education. Join us as we learn about how our "Money Story" can impact the way we help others with their relationship with money. Your Money Story includes family history and messages, life experience, personal values, geography, and other factors that influence how you interact with money today. This interactive workshop will use the power of storytelling to uncover your money story. Participants will be given tools to take ownership of their money story from a place of understanding and compassion. Tools and strategies include inclusive financial education and how to bring a higher level of compassion to your work with others and their money.

### **Your Personal System of Self-Sabotage and How it Maintains White Supremacy (Intermediate/Advanced)**

**Facilitator: Laura Brewer**

You have the perfect, personal system for preventing yourself from achieving the thing(s) you deeply want to achieve – be they professional or personal outcomes, and including your aspirations for your commitment to justice/solidarity. In this session, we're going to make that invisible system visible, and then we're going to examine how that system is linked to white supremacy tendencies, archetypes, culture and behaviors. It is likely that you have built a personal system to hold yourself back that colludes with and maintains systems of oppression within your own life and affecting the lives of your loved ones and colleagues. Together, we will make your system visible; explore its connections to white supremacy culture and behaviors; and use the power of collective thinking to explore dismantling your inner systems of and rebuilding them in more liberatory ways. As Audre Lorde says: "the master's tools will never dismantle the master's house." We must learn to see the master's tools in our day-to-day lives, emotions, thinking, and living. And then make conscious decisions about what to dismantle, what to rebuild, what to leave intact – and whose tools we'll use to do that work.