

## **Full Day Intensive Institutes (10:15am-5:00pm)**

### **Note: Full-Day Institutes overlap workshops**

- ***The Adult Ally: What Does White Privilege Look like Through the Lens of Adulthood? All Levels - Tarah Fleming***

*In this session we will dialog together about best practices in youth leadership and how to build skills to guide and nurture youth voices, while simultaneously being aware of how power, white privilege and adulthood can often create barriers. We will build alliance and support each other's work through shared techniques and strategies to maintain the stamina and passion we all feel around creating safe and inclusive spaces for youth to thrive. We will spend time in community with the youth in the Youth Action Project and some time in adult affinity groups. All levels of experience welcome, please bring your beginners mind and your courageous heart.*

- ***High School Youth Action Project – All Levels – Wade Colwell-Sandoval***

*The Youth Action Project presents a one-day Youth Institute facilitated by Creative Catalyst Wade Colwell-Sandoval of Funkamentalz. The Youth Institute provides a safe and challenging space, geared toward youth of ALL ethnic backgrounds, who are committed to understanding and dismantling white privilege, power, oppression, and practicing allied resistance.*

*The acronym SNAP "See-Name-Act...PROCEED" provides the framework for the positive social change intended for the Youth Institute. Students will SEE and be fully aware of the multiple manifestations of white privilege. Students will have the courage and confidence to NAME white privilege. Students will ACT by taking effective, creative, and urgent measures to dismantle white privilege. Students will PROCEED as leaders planting ongoing seeds of change.*

- ***Orientation to Whiteness & White Privilege (Beginner/Intermediate)- Darlene Flynn & Robin DiAngelo***

*Most forums that address race focus on people of color, leaving white identity normalized and unexplored. The WPC is unique in that it shifts this focus onto whites and their socialization in a racist society. However, the experience can be confusing and overwhelming for those new to the discussion. This Institute will provide an in-depth overview of key concepts related to power, privilege, and racial socialization, as well as the perspectives and skills needed for constructive cross-racial relationships. Facilitated by an interracial team and using lecture, discussion, experiential exercises, and media, this Institute will provide a framework of understanding for participants who are new to the concept of white privilege, and deepen the analysis of those already involved in the work.*

- **Complicating “White Privilege”: Understanding the Intersections of Racial and Economic Justice (Intermediate)** - Paul C. Gorski

*This I know for sure: the “white privilege” experienced by my low-income Appalachian coal-mining relatives is nothing like the white privilege I, as a university professor, experience. And yet, organized discussions about white privilege commonly have been characterized by a refusal to allow for the consideration of other identities or oppressions for fear that white people might use it as a way to avoid examining whiteness. This, of course, is a legitimate concern, particularly at the beginning stages of the “white privilege” learning curve. In this session we will explore what I argue is a sort of “next step” white privilege discussion, drawing on intersectionality and critical race theory’s insistence that race and racism ultimately cannot be understood fully outside the context of other identities and oppressions. We will focus particularly on the intersection of race and class, digging into the relationship between racism and economic injustice, and exploring how to introduce these complexities into conversations about white privilege in ways that bolster, rather than redirect, anti-racist consciousness and action.*

- **Organizing Between People of Color: Combating Internalized Oppression to Build Racial & Social Competence (Intermediate/Advanced)** - PaKou Her

*While progressive People of Color often believe that we can easily work together because we all understand similar principles of change and organizing, we often fail to dig deeply into our own internalized racial oppression. As marginalized peoples in false hierarchies of oppression, we believe, accept, and live out negative messages about ourselves and one another as espoused by the dominant culture. It is imperative that we tackle our internalized oppression and get real about how our socialization as People of Color creates behaviors that ultimately support our own marginalization. This session will address the psychosocial effects of internalized racial oppression, and participants will work hands-on to identify how this shapes, derails, and damages our organizing work.*

- **“Beyond Empire: A Necessary Step In Ending Racism, White Privilege and White Supremacy” (Intermediate/Advance)** - Heather Hackman

*This workshop begins by defining empire and examining its tools such as colonialism, militarism and genocide, and then explores the history of U.S. imperialism, for example, as it relates to the interdependent forces of Whiteness (white privilege and white supremacy), Classism, and Christian hegemony. It then introduces and examines more closely the systems in the U.S. (e.g. education, media) that serve to further legitimize white privilege and racism (and class and religious privilege) via U.S. imperialism and colonialism. Having laid this*

*intersectional foundation in the first portion of the day, the latter half of the workshop asks participants to consider the implications of the above dynamics on their understanding of themselves, their bodies, their communities, the land they live and work on, and the nation to which they belong all in the service of ending racism and dismantling white privilege. In particular, the use of the systems of the human cell are translated as an example of a liberatory framework for the process of ending empire and establishing new ways of living and working together. Though it may seem heavily theoretical, this workshop is highly discursive and experiential in order to ground the theoretical learning in participant lived experiences.*

- ***Navigating Triggering Events: Critical Competencies for Facilitating Difficult Dialogues (Advanced)*** - Kathy Obear

*Ever feel so triggered you couldn't respond effectively? Social justice educators and practitioners often feel triggered during discussions involving issues of multiculturalism and social justice. Unfortunately, most triggered reactions create barriers to facilitating dialogue and building community. Effectively navigating triggering moments is a critical multicultural competency for creating organizational change. In this interactive session participants will identify their common triggers and reactions, and explore strategies to use triggering events as teachable moments.*

- ***Picking Up the Blitz: Learn How "The Blind Side" Opens Our Eyes to White Privilege (All Levels)*** – Frederick Gooding

*This full day session will conduct an in-depth analysis of both the 6 main white patterns that appear in mainstream media (i.e., white prototypes) before lunch; then after lunch, we will place theory into practice by "walking through" a screening of "The Blind Side" and will pause for questions and commentary based upon what we learned during the first half of the day. Finally, we conclude by sharing best practices for developing increased media literacy within our respective communities and by processing pedagogical techniques that effectively address the "privilege of white image."*

### **MORNING WORKSHOP SESSIONS – 10:15am-1:15pm**

- ***The 10 Myths of Social Justice (Beginner)*** - Vernon Wall

*The term "social justice" is being used (and misused) more and more these days. What exactly is social justice? What is a socially just community? What are the characteristics of a community committed to social justice? In this program, the 10 myths of social justice will be shared as well as an assessment*

*that can be used to measure your agency's or campus' commitment to inclusion, equity and social justice. "Injustice anywhere is a threat to justice everywhere!"*

***Identity Theatrics (Intermediate)*** - Vanessa Roberts

*What does it mean to be the 'other', how do we all create the 'other' in our everyday choices and what power lies in recognizing our own 'other-ness'? Drawing upon a diverse range of inspirations and theater techniques, Ms. Roberts invites participants to play with these questions and concepts in order to gain a larger vision of the significance of the "us vs. them" dynamic in the work of identity construction. This workshop is very interactive and engaging, steeped in theater, includes short performances and allows the participants to take a personal inventory of their investment in their sense of self and what that means when it comes to engaging with others in the pursuit of social justice.*

***A Trans Historiography (Intermediate)*** - Adison Petti

*The identities and experiences of transgender people are a challenge to categorize and convey. Accessible accounts of our past are precious few and our contested stories vary widely. While this workshop does not offer a complete or encompassing account of a trans/gendered past, it does take a critical look at the historical narratives that often frame our experience and examines how they are leveraged to challenge—or reproduce—a white, middle-class, hetero-normative, or even gender normative depictions of trans experience. After a condensed version of Trans 101, participants will be challenged to examine historical narratives about transgender people as a means of addressing how white privilege shapes our understanding of trans experience within our communities.*

***Bullied: A Student, A School, and a Case that Made History (Intermediate)*** – Beverly Bennett-Roberts

*Alarming statistics - Compared to their peers, LGBTQ youth are two to three times more likely to be bullied, up to four times more likely to attempt suicide, seven times more likely to miss a day of school because they feel unsafe and more likely to experience physical bullying. Participants will have the opportunity to view the latest DVD "Bullied: A Student, a School and a Case that Made History" from Teaching Tolerance. Bullied tells an inspiring story of a young gay man who took a stand against the bullying he experienced in school. As time permits, a quiz entitled the "Facts and Myths about Bullying" will be given along with a school climate survey "How Safe is Your School." Discussion, reflection, and action will be the driver of our time together.*

***The Nigger Word: Is There a Message in The Madness? (All Levels)*** - Eddie Moore Jr.

*The session will take a look at the history of the nigga (er) word by challenging participants to: examine their personal and professional histories with the nigga (er) word, examine when and/or how they were*

*first introduced to the word and, to explore the pictures and different feelings associated with the word. We will look at how current events, media, popular music and movies have used the nigga (er) word over the years and if the word has had any impact or influence on the millennial generation.*

- **Diversity Secrets (Intermediate/Advanced)** - Jody Alyn

*After the economic collapse, diversity budgets were among the first on the chopping block. People of color have since lost jobs in disproportionate numbers; wealth gaps are now the largest since World War II. Attacks on protections for women have increased while corporate diversity directors declare success and conversations in the public square proclaim a “post-diversity” world. Is diversity done? Despite decades of solid research and strong rhetoric, diversity and inclusion have never been fully integrated into the fabric of business – or any other sector of U.S. society. In this session, we will put secrets on the table and explore aspects of the diversity question that are just beginning to be openly posed.*

- **The Wall: Understanding and Dismantling Our Barriers to Cross-Difference Relationships (Beginner)** -

Jamie Utt

*An interactive workshop that aims to deconstruct the role of prejudice, bigotry, and hate in our relationships, “The Wall” empowers participants to reflect on their own experience with race and its intersection with religion, gender, sexual orientation, and class. Through an interrogation of his personal experience and societal analysis, Jamie’s workshop offers a unique perspective on building cross-difference relationships as an integral part of societal change. Participants are sure to leave with specific strategies for overcoming personal prejudice and bigotry and building accountable relationships across difference.*

- **Orangreenia: Exploring Intersecting Cultural Identities and Power (All Levels)** - Pamela Smith-Chambers, Robin Parker

*The purpose of this activity-based workshop is to give participants an experience—through a simulation—of two aspects of intersectionality: (1) what it is like to carry two cultural identities and manage those identities as they make life decisions; (2) how individuals interact based on dominant and subordinate cultural identities. Participants will also learn how power or its absence affects world view, and how cultural conditioning is often invisible and deeply engrained.*

- **Social Equity: Race, Justice and Wisdom (All Levels)** - Shakti Butler

Through film and interactive dialogue this workshop will present an intersectional framework that explores oppression through the system of racial injustice. Suffering, perpetuated by the racial and economic divide is, at its core, the result of a “disconnect” from our collective humanity. This “disconnect” plays itself out internally and externally - in our relationships with others and in our institutions and structures. We will use the powerful combination of film, dialogue, art, theatre and poetry and transformative learning to create pathways for change. In addition to addressing the relational aspects of structural racism and the need for strategic analysis, we work to heal the wounds of racism by building community and cultivating the practices of a range of core values: love-in-action, respect, kindness, non-judgment, compassion, courage and deep listening. World Trust sparks individual learning and links it to a growing collective “will” that is committed to equitable and sustainable change.

- **Mr./Ms. Big Stuff, Who Do You Think You Are? (Beginner)** - Jerry Hill

*At an early age we begin to develop personal and group identities. Cultural messages and images, the media, personal experiences, etc. influence this development. Our identities become multi-faceted and complex based on the intersection of factors such as race, gender, socio-economic status, and age. During this interactive session participants will explore the many aspects of their identities and determine if there is power and privilege associated with who they are or who they are perceived to be.*

**Privilege and Allyship – Owning Our Stuff and Taking Action (Beginner/Intermediate)** - Rosetta Eun Ryong Lee

*As we progress in our understanding of privilege, power, and oppression, one of the toughest transitions is not only acknowledging our identities of marginalization but also our identities of power and privilege. Traditional equity and justice approaches concentrate on the deficit model – oppressed people must empower themselves to create positive change. How do we shift to a model in which those in power become allies to change systems from the inside out? Take part in an interactive workshop where we will examine the intersections of all our identities, own the power and privilege that we do have, and gain practical tools to become allies.*

- **The Cosmic Race: The Latin Racial Paradigm and its Implication for Race Relations in the U.S. (Beginner/Intermediate)** - Jorge Zeballos

*In this workshop, participants will engage in a critical examination of the Latin@ racial paradigm through a historical and contemporary lecture on the impact of racism in the Latin@ community, an*

*interactive exercise and a group brainstorming session. Participants will leave with a deeper understanding of the forces that impact Latina's racial identity, how their racial location impacts race relations in the U.S. and what we can do as a collective to work on our mutual liberation.*

- **Targeted AND Privileged: Addressing Whiteness Within the LGBT Community (Beginner/Intermediate)**- Stephanie Puentes

*How can an understanding of white social identity assist us in addressing inclusivity within the LGBT community? As a group we will explore how unconscious dominance can operate even within a group targeted for oppression. Working experientially we will look at the intersections of race and ethnicity with sexual orientation and gender identity and interrogate the role of whiteness for both white folks and people of color in the LGBT community.*

- **The Ideal Man Institute (Intermediate)** - Bryant Smith

*"The Ideal Man Institute" is an experiential learning activity designed to teach men about privilege and how it impacts their transition into manhood. This workshop examines issues related to identity development, socio-economics status, the prison industrial complex, masculinity, maleness, racism, and their relationship to white privilege. The goal of this workshop is to empower males and those who work with them with the skills necessary to overcome privilege and become the "Ideal Man" that will be able to deconstruct privilege, and oppression in all it's forms.*

- **Let's Get Real About Racism (All Levels)** - Lee Mun Wah

*There is so much that is unsaid in this country about race issues. In this workshop, we will explore a variety of ways to have a dialogue on race and racism and do so in a way that will lead to a more intimate and honest conversation with one another. Participants will learn to confront some of the issues that keep us all from talking to one another and help each other discover new ways to begin and facilitate this difficult dialogue.*

## **AFTERNOON WORKSHOP SESSIONS (2:00pm-5:00pm)**

**Note: some workshops are repeated from the morning session**

***Understanding Microaggressions, Stereotype Threat, and Stereotype Lift (Intermediate)*** - Christina Jimenez, Dena R. Samuels, & Daryl Miller

*Before class you observe an encounter between two students and hear one yell “That’s so gay” in response to the way another student is walking. During a class discussion a student naively refers to his friend as a “colored” person. You observe the students of color stiffening up. The aforementioned scenarios feature microaggressions: the subtle insults (verbal, nonverbal, and/or visual) directed toward individuals of marginalized groups (people of color, LGBT, people with disabilities, women, etc.), often made automatically or unconsciously. In a single instance, a microaggression may seem harmless, but the cumulative experience of a lifetime of these everyday microaggressions can contribute to increased stress, a diminished sense of belonging, a lack of validation in certain settings (such as school) and decreased self confidence, which can be devastating for some individuals. In this workshop, we will discuss how microaggressions happen and their cumulative effects. We will also suggest strategies to use to diminish or counter their impact when they occur.*

***Creating Sustainable LGBTQ Public Education Programs and Projects (Intermediate )***- Jordon Johnson  
*The process of moving racial equity forward within the lesbian, gay, bisexual, transgender and queer movement is an ongoing process. This workshop explores the links between racial equity and LGBTQ public education efforts. Participants will engage with interactive exercises to assess their personal commitment, organizational projects, and/or community based work in relation to advancing the LGBTQ movement. We will discuss how to effectively develop sustainable LGBTQ public education efforts in their local community.*

***Why Can’t I Get Off First-Base??? That Pesky Persistent Achievement GAP! (Intermediate)*** – Beverly Bennett-Roberts

*Participants in this workshop will have an opportunity to engage in intentional discussion, experiential activities, relevant articles and/or media that will enable them to challenge negative behaviors, attitudes, and stereotypes that many students face daily in classrooms across our nation. We will examine how these negativities impede learning; delve into power, privilege, legislation, and the racism associated with the “gap.” Finally, class room strategies, ensuring access and opportunities for “all” students will round out the time, along with a discussion about the persistence of the “gap” and its relationship to “white educators” defense of their perceived oppression.*

**Culture, Character, Communication and Courage-Progressing Beyond Diversity (Intermediate)** - Angela

Davis

*This interactive session challenges attendees to move past “Diversity” and to examine the interrelationship between culture, character, communication and courage and its role in including, engaging and retaining diverse staff, volunteers, donors and/or board. We will explore why organizations find it difficult to work through the “diversity holding pattern” and on to accountable, sustainable inclusiveness plans. This session is designed for executive staff, board and/or organizational decision-makers from any kind of organization. For best results, organizations should send a team representing executive staff and board members.*

**Abortion: A Form of Black Genocide or Pro-Lifers Playing the Race Card? (Intermediate)** - Panelists:

Lynda Dickson, Heather Albanesi, Eddie Portillos

*African American women have one of the highest abortion rates in the United States. Segments of the Pro-life movement have used this as evidence of black genocide and have actively solicited support from the African American community to further expose this “conspiracy”. This panel/workshop will use the ‘abortion as black genocide’ movement as one of several examples of the ways in which organizations use a professed concern for race to draw supporters. A segment of the workshop will be used to discuss strategies for responding to these and other efforts which use race as a tool to convert people of color to a cause which may not in fact be in their best interest.*

**Communicating About Racism in Challenging Situations (Advanced)** - Daniel Escalante (Possibly Olga Gonzalez and/or Dara Burwell)

*Come to this workshop if you want to learn and practice ways to communicate with challenging audiences about racism, internalized racism, and transferred racism. Be ready to take some risks in a workshop of “Theater of the Oppressed” techniques, role playing, guided imagery, and movement. Wear loose clothing and please bring a small item from home that represents your commitment to anti-racism work. This workshop will be developed especially for you, so if you are interested in attending, after you register for the session, contact the lead trainer, Daniel Escalante, at [ifnot@mac.com](mailto:ifnot@mac.com) to provide your input.*

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