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**Education & Housing
Equity Project**

Fax

To: BARBARA BLACKSTONE From: DICK LITTLE
Fax: 651-297-7200 Pages: 8 (9 incl. cover)
Phone: 651-297-4635 Date: ~~03/24/00~~ 8/18
Re: CC:

Urgent For Review Please Comment Please Reply Please Recycle

Barbara, here is a copy of the draft proposal for the anti-racism training for facilitators, along with some descriptions from brochures of the workshops that JIM & NADINE ADDINGTON do on understanding and dismantling racism. The last piece is from a newsletter highlighting recognition of their work by the President's Initiative on Race.

**PROPOSAL: ANTI-RACISM TRAINING FOR FACILITATORS
COMMUNITY CIRCLE COLLABORATIVE**

Draft

PARTICIPANTS

This proposed training program is intended for the facilitators of the Community Circles dialogue process. It would function as part of the kit bag of tools facilitators would receive in their preparation for leadership of the circles.

AIMS AND OBJECTIVES

This training is intended to develop a common understanding of the nature and dynamics of racism among facilitators of the Community Circles. The training is based on an analytic screen which identifies racism as systemic and institutionalized - as well as individual and interpersonal. It will strengthen facilitators' capacities to think systemically and to analyze institutional/organizational life with regard to the dynamics of racism.

The role of this training is to enable facilitators to assist the Circles in **bringing focus** to their deliberations and **moving toward an action format**. Facilitators would bring a common perspective regarding the character of racism to the process. This training would not dictate the substance of the dialogues or the action solutions the Circles frame. It would, however, influence the way solutions are framed and the context of deliberation.

The training design will help facilitators gain a deeper understanding of the dynamics of systemic racism in communities and institutions, will provide the opportunity to apply this perspective to particular institutions, and will suggest approaches for adapting this perspective to the Circles process.

TRAINING DESIGN

The proposed training could be accomplished in either of two time-frames:

a 24 hour format which would begin in the evening and would finish the following day prior to the dinner hour; two six-hour sessions which might be done on succeeding Saturdays.

The program would be composed of four modules: 1) developing an analytic screen based on the functional definition of racism as *race prejudice plus the power of systems and institutions* ; 2) working through the impacts of this perspective on communities of color, white Americans, and the covert social programming which shapes and reinforces institutional life; 3) creating initial strategies to dismantle racism and promote institutional change; 4) applying this perspective to the Community Circles process.

The training process will be highly participative and experiential. It will utilize a variety of methodologies and media to engage participants and deepen the educational process. It will include a rhythm of large group-small group process which will aid participants in applying the perspectives gained to life situations.

The training process would be facilitated by Nadine and James Addington, Co-Directors of the Tri-Council Coordinating Commission. The Commission staffs the *Minnesota Churches' Anti-Racism Initiative of the Greater Minneapolis, Saint Paul Area, and Minnesota Councils of Churches*. The Initiative is a four-year old ecumenical venture which has provided anti-racism training and organizing assistance to the religious community in Minnesota.

For further information contact:

Nadine or James Addington

TCC

122 W. Franklin Avenue, suite 100

612/871-0229; fax 612/870-3622

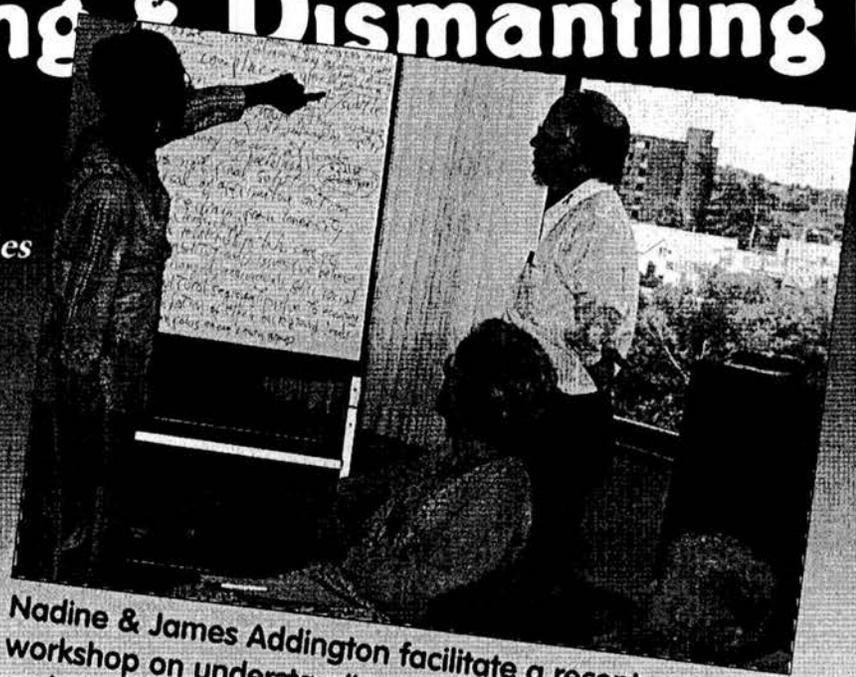
Understanding & Dismantling RACISM

"A continuing challenge to communities of faith in Minnesota"

Three-Day Intensive Seminar

October 8-10, 1998
Thurs. morning—Sat. afternoon
Mt. St. Benedict Center
620 E. Summit Ave., Crookston MN
218-281-3441

Sponsored by the Minnesota Churches' Anti-Racism Initiative (MCARI) of the Minnesota, Greater Minneapolis, and St. Paul Area Councils of Churches



Nadine & James Addington facilitate a recent workshop on understanding and dismantling racism.

Understanding & Dismantling Racism is a residential, intensive training experience, providing

an in-depth understanding of racism. Individual, institutional, and cultural expressions of racism, and their effects on all communities, will be explored. Participants will develop initial practical strategies to dismantle racism and build authentic multicultural diversity.

While open to anyone interested, the seminar is especially useful for congregational lay leaders, pastors, youth leaders, and community organizers. Nadine and James Addington, co-directors of the Tri-Council Coordinating Commission and experienced professionals in anti-racism programs, will lead the seminar.

An atmosphere of mutual respect and caring characterizes the MCARI seminar. Experiential learning strategies will deepen participants' understanding of racism and strengthen their capacities for effective organizing and action. The seminar is an entry point for those interested in working with the Minnesota Churches' Anti-Racism Initiative or organizing in their own communities. For questions call the Rev. Bill Beyer at 218-945-6220 in Fertile, or the TCC office at 612-871-0229 in the TC metro area.

- ✓ Cost is \$150, including all seminar materials, lodging, and meals.
- ✓ Deadline for pre-registration is Sunday, September 27, 1998.
- ✓ Seminar registration is 8 a.m., Thurs., Oct. 8. The program begins promptly at 9 a.m. and concludes at 4:30 p.m. on Sat., Oct. 10.

To pre-register, return this form by Sunday, September 27, 1998, with a \$35 advance deposit. Please use a separate form for each person registered.

Name: _____ Phone: _____
please print or type with area code

Address: _____

_____ city state ZIP code

Local congregational affiliation (if applicable): _____

- \$ 35 Enclosed is my \$35 advance deposit
- \$ _____ I will pay this amount at the seminar registration
- \$ _____ I will need scholarship funds for this amount
- \$ 150 TOTAL COST FOR SEMINAR

Please make checks payable to "Tri-Council Coordinating Commission." Mail to TCC, 122 W. Franklin Ave., Suite 100, Minneapolis MN 55404.

<http://www.gmcc.org/TCC.html>



Seminar Leaders

Nadine and James Addington, co-directors of the Tri-Council Coordinating Commission and leaders of the MCARI seminars, were first in the St. Paul Pioneer Press's list of "98 to watch in '98." According to the paper's special section on January 11, 1998, the list includes "a wide range of area folks we think you should watch this year as they pursue important or interesting projects."

Nadine Addington

Ms. Nadine Addington is co-director of the Tri-Council Coordinating Commission, a cooperative program of the Minnesota, Greater Minneapolis, and St. Paul Area councils of churches. With Mr. James Addington, she also is co-director and trainer with NaJa Associates an anti-racism training and consulting organization in St. Paul. In addition, she is a core trainer associated with Crossroads Ministry in Chicago. Ms. Addington brings several years experience in community development, leadership training, and strategic planning to her organizational and training responsibilities. She has lived and worked in a variety of cultural settings, including rural Jamaica, India, and Venezuela, as well as the inner cities of Chicago, St. Louis, and Washington, D.C. She formerly served as the office administrator of the Contextual Education Department of Luther Seminary, St. Paul.

James Addington

Mr. James Addington is co-director of the Tri-Council Coordinating Commission, a cooperative program of the Minnesota, Greater Minneapolis, and St. Paul Area councils of churches. With Ms. Nadine Addington, he also is co-director and trainer with NaJa Associates an anti-racism training and consulting organization in St. Paul. In addition, he is a core trainer associated with Crossroads Ministry in Chicago. Mr. Addington has 20 years experience in local community development, leadership training, organizational development, and strategic planning. He spent ten years working in a variety of rural and regional development projects in developing nations, including Jamaica, Venezuela, India, the Philippines, and Nigeria. He served nine years as director of the Lutheran Coalition for Public Policy in Minnesota, an advocacy and education arm of the Evangelical Lutheran Church in America.



MCARI facilitators Nadine and James Addington discusses racism issues during a recent workshop on dismantling racism.

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WORKSHOP PARTICIPANTS COMMENT . . .

- ▶ *"Sharing and getting to know other people with the same commitment was very powerful and meaningful."*
- ▶ *"It was a real learning experience with the realization that we all are victims of a racist system."*
- ▶ *"Positive elements for me were the make-up of the group and a process that took the time to understand the systemic nature of racism."*
- ▶ *"Understanding white privilege was an important new experience."*

FOR MORE INFORMATION

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122 W. Franklin Ave., Suite 100
Minneapolis, MN 55404
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<http://www.gmcc.org/MCARI.html>

Greater Minneapolis Council of Churches
St. Paul Area Council of Churches
Minnesota Council of Churches

TRI-COUNCIL COORDINATING COMMISSION

122 West Franklin Avenue • Suite 100
Minneapolis MN 55404



Understanding and Dismantling Racism

AN INTENSIVE THREE-DAY
WORKSHOP FOR LOCAL
CONGREGATION AND
COMMUNITY LEADERS

Sponsored by
MCARI

the

Minnesota Churches
Anti-Racism Initiative

of the

Minnesota,
Greater Minneapolis,
and Saint Paul Area
Councils of Churches

What is MCARI?

The Minnesota Churches Anti-Racism Initiative is a statewide, ecumenical network of individuals and congregations, sponsored by the Minnesota, Greater Minneapolis, and Saint Paul Area councils of churches. MCARI unites the religious community in common resolve to struggle against racism and build multicultural diversity.

MCARI Activities

MCARI members engage in ongoing planning, training, team formation, local organizing and action. The entry point is an intensive, three-day training workshop. Graduates have the option of participating in regional teams and local organizing efforts throughout the state.

MCARI's Future

The MCARI vision is a network of local congregations united in active, caring leadership, facing the challenge of racism in Minnesota. Work with local congregations and parishes is a top MCARI priority. Upcoming efforts are focused on organizing a statewide network of anti-racist congregations.

About the Workshop

MCARI workshops prepare the Minnesota religious community to provide leadership in dismantling racism and building multicultural diversity.

DAY 1

- Session I Introductions
 Orientation
 Wall of History
- Session II Defining Racism
- Session III Individual Racism
 Dialogue: Conclusions and
 Implications

DAY 2

- Session IV Institutional Racism
- Session V Cultural Racism
- Session VI Dismantling Racism
- Interlude: History of Racism and
 Resistance
 Multicultural Celebration

DAY 3

- Session VII Strategies for Education and
 Action
- Session VIII Strategies for Follow-Up and
 Collaboration
 Closing Conversation
 Ceremony

All workshops are conducted in an atmosphere of mutual respect and caring. Based on the training design of Crossroads Ministries in Chicago, the workshops utilize experiential learning strategies and are highly participatory.

Be Involved!

Participants gain a deeper understanding of the dynamics of systemic racism in church and community. They acquire the tools to respond effectively to racism in their own situations. They also have the opportunity to help shape initial strategies to dismantle racism and build multicultural community.

Building Community

The workshop itself is a rich experience of multicultural community. It provides the opportunity to experience other cultural perspectives and to come to a deeper appreciation of one's own heritage. The workshop experience is shaped by a covenantal framework that honors the perspective and experiences of each participant.

What Comes Next?

Participants can join MCARI regional teams for study, organizing and action. Teams collaborate with local efforts responding to the challenges of systemic racism. Participants also have access to a variety of anti-racism training resources through the MCARI office.



D I S M A N T L I N G

RACISM

MCARI NEWSLETTER
Winter • No. 5 • 1998

A Publication of the Tri-Council Coordinating Commission for the Minnesota Churches Anti-Racism Initiative

mark your Calendar

March 20-22, Friday-Sunday

- **Three-Day Anti-Racism Training Workshop: Forming Congregation Anti-Racism Teams.** Small groups from congregations are invited. Location to be announced.

April 15, Wednesday

- **One-Day Introductory Anti-Racism Workshop.** For boards, staff, and committee members of TCC's sponsoring councils. To be held at the St. Paul Area Council of Churches, 1671 Summit Ave., St. Paul MN 55105.

For additional information on these workshops, contact the TCC office at 612-871-0229 or email: naja@gmcc.org

For calendar updates, MCARI news, and SCC news, go to the TCC web site:

<http://www.gmcc.org/TCC.html>

National award, Clinton's Initiative on Race

Spotlight on MCARI

Word of the Minnesota Churches Anti-Racism Initiative (MCARI) is spreading far and wide, thanks to a major award from the National Council of Churches, inclusion in the world wide web site for President Clinton's Initiative on Race, a front-page story in the *St. Paul Pioneer Press*, and an hour on Minnesota Public Radio.

MCARI RECEIVES NCCC AWARD

MCARI received a 1997 Ecumenical/Interfaith Service Recognition Award from the National Council of Churches of Christ at the NCCC General Assembly, held Nov. 13 in Washington, D.C. The award was one of four given nationwide to projects addressing racism. It was presented in honor of the late Rev. Dr. Mac Charles Jones, NCC Assoc. General Secretary for Racial Justice, who was responsible for bringing the burned churches issue to national attention.

The actual award, a striking, etched-glass presentation piece, is being presented to each of the three sponsoring councils of churches in Minnesota at separate ceremonies. Here from the NCC office in New York to make the presentation at the MCC Board of Directors Annual Meeting on Dec. 11 was the Rev. Rodney Page, NCC deputy general secretary. The Rev. Peg Chamberlin, executive director of the Minnesota Council of Churches, along with TCC Co-Directors Nadine and James Addington, accepted the award.

WHITE HOUSE RECOGNIZES MCARI

National recognition of MCARI was extended throughout the world wide web in December when President Clinton's "Initiative on Race," also known as "One America," included

—continued on next page

MCARI in the News, continued from page one—

a detailed reference to MCARI in the One America web site. MCARI is listed with other programs that are offered as national models for working with race-related issues.

To view the "One America" web site, and the MCARI entry, point your web browser to <http://www.whitehouse.gov/initiatives/OneAmerica>. Then choose "Promising Practices" from the menu selections, and scroll down to the entry for Minnesota Churches Anti-Racism Initiative.

White House representatives from the President's Initiative have been in conversations with the Addingtons about MCARI's participation in a discussion on race at one of the Initiative's future town hall meetings that are being scheduled throughout the country.

Meanwhile, back in St. Paul, *St. Paul Pioneer Press* writer Pat Burson authored a lengthy and detailed story describing the MCARI mission and

method. To prepare herself, Burson attended a three-day, intensive, anti-racism training workshop in November at the Mt. Olivet Retreat Center in Farmington, Minn. She was an active participant in the workshop rather than a reporter watching from the outside, and the in-depth story reveals the level of her involvement in the MCARI effort.

MCARI ON PUBLIC RADIO

Burson's article on MCARI appeared at the top of the paper's front page on Saturday, Nov. 29, paired with a national story on the status of President Clinton's race initiative. The prominence of the MCARI feature prompted the producer of Minnesota Public Radio's "Morning Show" to schedule an hour-long call-in show on Dec. 4. Between the two media coverages, MCARI has received unprecedented exposure in the Twin Cities Metro Area, resulting in numerous inquiries to the TCC office about workshops, training sessions, and the MCARI approach to issues of race.

Linda Gesling joins TCC & Sexism Concerns Committee

The Rev. Linda Gesling joined the TCC staff in September as Associate Director. She oversees the work of the Sexism Concerns Committee and handles TCC development initiatives. This fall she also was teaching at St. Cloud State University in the Human Relations Department, where she focused on racism, sexism and other 'isms. Commenting on the connections between her new TCC/SCC work and the teaching assignment, she said: "For a while my two jobs were similar in content, except I couldn't mention God at SCSU." Now that the fall term is completed, she uses those extra hours to spend more time with her four teenagers and tries to bake the perfect loaf of bread.



Linda is an ordained United Methodist minister who has served rural and urban parishes in Wisconsin and Minnesota, including four years as campus minister at St. Cloud State. She recently completed a doctorate in Religion and American Culture at Northwestern University.

DISMANTLING RACISM

It is published quarterly by the Tri-Council Coordinating Commission for the Minnesota Churches Anti-Racism Initiative (MCARI). The Tri-Council Coordinating Commission and MCARI are jointly sponsored by the Minnesota, Greater Minneapolis, and St. Paul Area Councils of Churches. MCARI is a statewide, ecumenical network of individuals and congregations.

TCC Co-Directors:
—Nadine and James Addington
TCC Associate Director
—Rev. Dr. Linda Gesling
Computer/Communication Specialist
and *Editor, Dismantling Racism*
—Robert M. Frame III

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