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UNDERSTANDING AND DISMANTLING RACISM
Introductory Anti-Racism Training for Facilitators and Mediators
Sponsored by The Community Circle Collaborative and
The Education and Housing Equity Project, March 6, 1999
Facilitated by the Minnesota Churches Anti-Racism Initiative

Prelude

Setting the Stage

- Welcome and introduction of facilitators.
- Introductory conversation.
- Aims and Objectives; training design and covenantal framework.

Movement One

Defining Racism

- The struggle for racial justice: then and now.
- Video: *Ending Racism*
- Dialogue and reflection: insights from the video.

STRETCH BREAK

Movement Two

The Power Equation

- Racism: oppressive power that operates simultaneously on three levels.
- Power and privilege: an exercise illustrates racism's *benefits*.
- Deepening the equation: race and identity.

LUNCH BREAK

Movement Three

Dismantling Racism

- Anti-Racism and the spirit of resistance.
- The journey of institutional transformation: the *continuum*.
- Organizing and institutional change: principles and tasks.

STRETCH BREAK

Movement Four

Dismantling Racism and the Community Circles

- Implications: issues, questions and insights. Small groups/collective sharing.
- The Community Circles Process: how does a systemic view of racism affect the Circles? What about other perspectives on racism? Small groups.
- Collective conversation

Postlude

- Where are we now – as individuals and as a group?
- What does today mean for the Community Circles? The larger community?
- What are next steps?

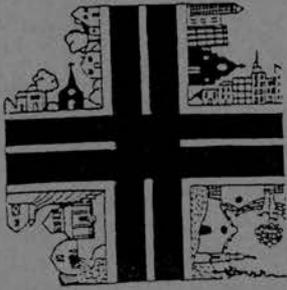
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UNDERSTANDING AND DISMANTLING RACISM **Principles of Learning and Participants' Covenant**

There are several important principles and values in the learning process that we will use in this training event. Together they form a framework that will shape our deliberations and guide our journey. Each participant is asked to join in a covenant to work together in accordance with these principles and others the group may add during this event:

1. No one is a beginner. Everyone at this event is somewhere on a path of learning about racism and working to dismantle it. Each person should be respected for her or his place and pace on this path.
2. All are teachers and learners. Each of us has something to teach; each has something to learn.
3. Mutual respect and caring is asked of all participants. We need to listen carefully to each other, to help each other deal with discomfort, and, above all, to build community. We will seek to carefront, rather than confront.
4. We will seek to create a safe and "liberated " space. Our time and space together will be a liberation zone, rather than a war zone – where each of us can be open, honest and vulnerable without fear.
5. We are seeking to develop an initial common analysis of racism. The emphasis of this workshop will be on developing a collective analysis of racism that is relevant to the Community Circles process and the experience of each participant. The workshop facilitators brings their own experience and analysis to the event, and will facilitate a process in which participants work collectively to develop their understanding of racism within their own context.
6. The subject of racism is difficult and emotion filled. This workshop is designed to develop an initial analysis of racism and clarify practical implications. Each participant is asked to give full time participation to the workshop and to respect the process.
7. Additional items from participants.....

Adapted from a design by Crossroads Ministry



CROSSROADS

An Interfaith Ministry for Racial Justice

Education and Training to Dismantle Racism
and Build Anti-Racist Multicultural Diversity

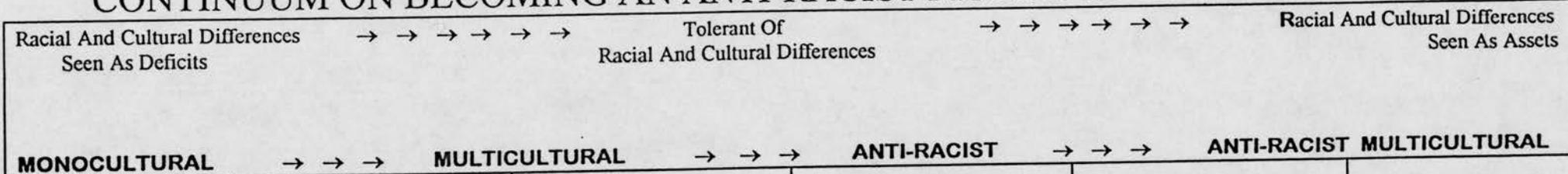
DEFINING RACISM

1. If we want to work on solutions to racism, we need a common definition and a common analysis of racism.
2. Racism is not the same thing as individual race prejudice and bigotry. All people are racially prejudiced (regardless of racial/ethnic identity). It is part of the air we breathe. It is socialized into every person. But this does not mean that everyone is racist.
3. Racism is more than race prejudice. It is more than individual attitudes and actions. Racism is the collective actions of a dominant racial group.
4. Power turns race prejudice into racism. Racial prejudice becomes racism when one group's racial prejudices are enforced by the systems and institutions of a society, giving power and privilege based on skin color to the group in power, and limiting the power and privilege of the racial groups that are not in power.

RACE PREJUDICE
+
THE MISUSE OF POWER
BY SYSTEMS AND INSTITUTIONS
=
RACISM

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CONTINUUM ON BECOMING AN ANTI-RACIST MULTICULTURAL INSTITUTION



EXCLUSIVE	PASSIVE	SYMBOLIC CHANGE	ANALYTIC CHANGE	STRUCTURAL CHANGE	INCLUSIVE
<p>A SEGREGATED INSTITUTION</p> <p>Intentionally enforces the racist status quo of complete exclusion of African Americans, Native Americans, Latinos, and Asian Americans through its formal policies and practices, teachings, and decision making on all levels of institutional life; has similar intentional policies and practices toward other socially oppressed groups such as women, gays and lesbians, Third World citizens, etc.</p>	<p>A "CLUB" INSTITUTION</p> <p>Is tolerant of a limited number of people of color with "proper" perspective and credentials; may still secretly exclude People of Color in contradiction to public policies; continues to intentionally maintain white power and privilege through its formal policies and practices, teachings, and decision making on all levels of institutional life; often declares, "We don't have a problem."</p>	<p>AN OPEN INSTITUTION</p> <p>Sees itself as committed to including People of Color within institution; makes official policy pronouncements regarding multicultural diversity; carries out intentional inclusiveness efforts, recruiting "someone of color" on committees or office staff, but "not those who make waves"; however, little or no contextual change in culture, policies, and decision-making and is still relatively unaware of continuing patterns of privilege, paternalism and control; expanding view of diversity may include disabled, elderly and children, lesbian and gays, and other socially oppressed groups.</p>	<p>AWAKENING INSTITUTION</p> <p>New consciousness of institutionalized system of white power and privilege; increasing desire to eliminate racially discriminatory practices and inherent white advantage; sponsors programs of anti-racism training; begins to develop sense of accountability to oppressed communities; understanding of need to dismantle racism begins to emerge; however, structures of racism still intact, and institutional policies and practices are still based upon the dominant group's world view; new awareness will also affect views of women, elderly, children, gays and lesbians, and other socially oppressed groups.</p>	<p>A REDEFINING INSTITUTION</p> <p>Goes beyond anti-racism in consciousness and identity, and commits to structural transformation; begins to intentionally redefine, re-structure, and act upon anti-racist perspective on all levels of its internal life and in its relationships to the community; audits and re-structures all aspects of institutional life for full participation of people of color, including their world-view, culture and lifestyles. implements new models, structures, policies and practices for inclusive decision making and other forms of power sharing in the institutions life and work.</p>	<p>A TRANSFORMED INSTITUTION</p> <p>Anti-racist multicultural diversity is an institutionalized asset. Institution's life reflects full participation and shared power with diverse racial, cultural and economic groups in determining its mission, structure, constituency, policies and practices. Full participation in decisions that shape the institution, and inclusion of diverse cultures, lifestyles, and interests. A sense of community and mutual caring. Commitment to continue to dismantle racism within institution and broader community. Allies with others in combating social oppression.</p>

CROSSROADS MINISTRY

EDUCATION AND TRAINING TO DISMANTLE SYSTEMIC RACISM

PRINCIPLES OF ORGANIZING TO DISMANTLE INSTITUTIONAL RACISM

1. The task is systemic change

- Racism is a systemic issue, more than personal, attitudinal.
- Racism's systemic power is manifested individually, institutionally and culturally.
- An institution needs to develop an analysis of its own systemic racism.

2. The anti-racist task is to dismantle racism and build multicultural diversity

- Multicultural diversity is either racist or anti-racist
- There needs to be a marriage of anti-racism and multicultural diversity
- Anti-racism is not negative, but a positive identity and action

3. The organizing task is an "inside job"

- Past institutional changes have been responses to outside forces.
- The 1990's bring a new opportunity to initiate institutional change from within.
- Internal change requires institutional endorsement, mandate and acceptance. *& money*

4. A specific model for change is needed for each specific situation

- There are no generic models.
- Each model for change must reflect the language/structure of the institution
- For religious institutions, a faith-based model is required, reflecting the language, beliefs and structure of the religious institution.

5. Trained, equipped leadership teams are needed

- Each team must be affirmed, endorsed, called and sent by institution.
- Each team must develop a common team analysis.
- Each team must develop organizing and teaching/training skills.

6. Anti-racism transformation is long range, even generational

- A 20-30 years plan is necessary.
- The eventual goal is the institutionalization of anti-racism.

7. Institutional change is a component of community change.

- The task is not only transformation within the institution, but also for the institution to participate in societal change.
- In dismantling racism, the institution is accountable to the communities of color that racism oppresses.

**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

\$ 1,000 / day (1 full-day workshop)
(2-3 day workshops)

Proposal for Half-day Experiential Workshop
on Intercultural Communication for Community Circle Project Group Facilitators

The Need for Intercultural Communication Training. Cultural difference--the fact that people have different norms, values and goals based on their acculturation--brings great variety and interest to human life, but is also the cause of tremendous problems based on miscommunication or lack of communication.

The origin of these problems in different cultural programming is usually not recognized; rather it is assumed that the other individual or group is, at least to some degree, either evil or insane--that they are either too mentally deficient and ignorant to know "the right way to act" or are willfully disregarding it. This results in mutual negative assessment which can sabotage even the most sincere efforts at collaborating to address human problems.

Cultural conditioning is acquired unconsciously as individuals absorb cultural patterns from people around them beginning in early childhood. These beliefs and behaviors are presented as universal standards, and may remain unquestioned into adulthood. When different cultural groups try to work together, politeness usually prevents them from saying what they are really thinking about each other, which can make it even harder to identify and articulate why things are going wrong.

The Community Circle Collaborative is attempting to bridge the gaps between ethnic, economic, and ideological subgroups by creating meaningful conversations between them. *The facilitators of such groups, even more than others, need to understand the dynamics of culture clash and how to deal with it.*

Communicating Across Cultures is a half-day, experiential workshop conducted by Karima Bushnell, the sole proprietor of Intercultural Communication Workshops. The workshop uses lecture and discussion, small groups, brief journaling, and a number of hands-on exercises which unveil the hidden dynamics of cultural conditioning and communication between cultures.

This exploration into the software of the mind and heart is designed to introduce deep, subtle and useful concepts in a lively and interesting manner. Karima's training philosophy does not view any one cultural group as central, but sees all groups as respected contributors to the human conversation.

The three-hour version of **Communicating Across Cultures** includes the powerful 37-minute video **The Intercultural Classroom**, called by one reviewer "the best training film ever made."

Workshop participants will also receive four informational hand-outs:

General Principles of Communication Across Cultures - Some basics about what happens when people from different cultures meet

Cultural Concepts/Cultural Self-Awareness - a few useful terms and definitions for talking about culture, and a simple exercise for examining your own "cultural diversity"

Culture: It's Deeper than You Think - "What's the big deal about culture? We're all basically the same!" Going beyond simplistic culture-blindness to examine the brilliant patch-work quilt of human beliefs and behaviors)

Forced Metamorphosis - What "minority" communities know the "majority" doesn't about how many people must distort or abandon themselves to work in the mainstream, and how we all lose because of it.

Karima Bushnell, sole proprietor of Intercultural Communication Workshops, is an intercultural communication trainer and multicultural advocate whose extended family includes Mexicans, Tibetans, Muslims, Hindus, and African, Jewish, and European Americans. She is currently completing a master's degree in intercultural relations through Antioch University and the Intercultural Communication Institute in Portland, Oregon.

Karima has presented on intercultural communication, comparative world religions, Islam, and Islamic mysticism to groups including public and private schools, churches, Open U, Greater Minneapolis Day Care Association, Minnesota Humanities Commission, and for two successive years at the University of Minnesota Intercultural Encounters Conference. One of her handouts, *Forced Metamorphosis*, is being used by the Minnesota Department of Human Services.

Karima serves on the Advisory Board of the Minnesota Cultural Diversity Center and the Immigration Task Force of the Cross-Cultural Health Center at the University of Minnesota, whose quarterly publication, *Cross Winds*, is publishing her recently completed research. A currently ongoing research project involves interviewing immigrants, refugees, and American Indians about their communities.

Karima has already served as an intercultural communication trainer and consultant for the Community Circle Project, presenting an intensive half-hour training to fifty facilitators during the first round of talks last year.

Cost: The cost of *Communicating Across Cultures* is \$400.00.

Time: It is proposed that *Communicating Across Cultures* be scheduled from 9:30 a.m. to 12:30 p.m. on a Saturday.

Contact Karima at: Intercultural Communication Workshops, 1313 Fifth St. S.E. #216B, Minneapolis, MN 55414. (612) 379-5989 / bushnell@freenet.msp.mn.us

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