

TENTATIVE SCHEDULE OF WPC13 WORKSHOPS

**This list is subject to change and will be updated periodically.*

10 Myths of Social Justice (Beginner)

Facilitator: Vernon Wall

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

A Different Drummer: Using Multiple Ways of Knowing to Explore Thoughts and Feelings about Our Relationship to Race, Racism and Privilege (All Levels)

Facilitators: European-American Collaborative Challenging Whiteness and Taj Johns

This workshop helps participants explore how multiple ways of knowing can illuminate thoughts and feelings that we might not know we have. Participants choose an expressive way of knowing — clay sculpting, image making, music and sound, or movement — through which to explore the emotional meaning of their experience with race, racism, or white privilege. Working in small groups, participants talk about how the expressive way of knowing helps them gain new insights into their direct experience and how these insights will affect their thinking and actions related to white supremacist consciousness, white privilege, racism or oppression. For this emotionally charged end-of-workshop discussion, we offer an opportunity for people of color to choose a small group that is limited to people of color, facilitated by a person of color.

Accountability with Love, Equals Liberation (Intermediate)

Facilitator: JLove Calderon

Join this educator-activist for an interactive workshop based on her award winning book, *Love, Race & Liberation: 'Til the White Day is Done* (Love-n-Liberation Press, 2010) addressing how people take good intentions combined with solid information, and turn it into accountable action toward social and racial justice for all people. Using a combination of informed dialogue, activities, small and large group sharing, culminating in specific and measurable accountable actions, this workshop is designed to educate, empower, and inspire the next generation of racial justice warriors.

Active Strategies for Resisting Racism: Student Journal Writing (Beginner-Intermediate)

Facilitators: Leslie Picca and Ruth Thompson-Miller

This workshop will discuss the advantages and drawbacks of using journal writing as a strategy for increasing racial and white privilege awareness. Relying on data collected from undergraduate college students (from 2002-2011), we will discuss concrete effective strategies for actively confronting and challenging racism in our everyday lives.

Anatomy of a Scandal – Whiteness & Masculinities at Penn State (All Levels)

Facilitator: Jeffrey Montez de Oca

For several weeks stories about the alleged sexual abuse of minors at Pennsylvania State University filled the headlines across the country. Many of the stories recoiled at the stories of rape and sodomy, others sensationalized the legal questions, and many reacted with concern for a disgraced and beloved figure in “JoePa” (PSU football coach Joe Paterno). A few people asked how the construction of masculinity in the highly cloistered world of Division I football affected what happened in College Station. Questions were not asked about the operation of race, and in particular whiteness, in the alleged sexual abuse of minors at Penn State. This panel will use the Penn State scandal as a jumping off point to address a range of issues endemic to leading Division I football programs, including the position of football within the political economy of leading universities, fraternal bonding around misogyny and homophobia in football, the tolerance of sexual abuse and other anti-social behaviors in college football, the role and worship of violence in football, and why fans are so emotionally invested in their teams. These issues will be linked to the operation and production of masculinities and whiteness in football.

Apocalyptic Grace – The Evolution of Culture and Consciousness (Beginner)

Facilitator: Stephen Powell

There has been a lot of hoopla about the transitions introduced by the year 2012. The Maya and the Hopi speak of these shifts in terms of Worlds, and according to them the Fifth World is upon us. East Indian philosophy speaks of this era as the Kali Yuga and the Bible as an endtime. What all of these prophecies point to is really a keen sense of the obvious. In terms of ecological, economic and societal tensions, the industrial world is bumping up against its own limitations. Something has to budge. Apocalyptic Grace is a disciplined, grounded understanding of these global prophecies (East Indian religions, Abrahamic faiths, indigenous cultures), providing the understanding that the abuses of 5,000 years of hierarchy have come full circle. This workshop will evaluate the cultural decisions, as individuals, and as a species, we must make to get to the other side, the rebirth, from our own planetary apocalypse. This will be an experiential workshop where we will all have the opportunity to step into the circle, own the complexity of our cultural identities, and share our vision of the Fifth World.

Art as Resistance to the Anti-Immigrant Movement (All Levels)

Facilitators: Cloee Cooper and Rebecca Poswolsky

This workshop will identify anti-immigrant ideologies, why progressive sectors are vulnerable to the anti-immigrant movement, and discuss strategies for countering their influence. Art has become one of the most vibrant tools to counter anti-immigrant frames in the mainstream and in public spaces. The workshop will focus on art as resistance to nativist ideologies, and the importance of building inclusive movements.

Beyond Diversity Training: Introducing a Model for Anti-oppressive and Racially Equitable Organizational Change (All Levels)

Facilitators: Jessica Vazquez Torres and Joy Bailey (*Crossroad Antiracism Organizing & Training*)

To create an inclusive and just society, institutions need to examine how they perpetuate racism and other forms of oppression. Trained Transformation Teams expose these oppressive structures and practices, develop and carry out a strategic organizing plan with the outcomes of building an anti-oppressive culture, creating policies and practices that promote racial equity, and equipping organizational stakeholders with tools and skills to sustain the organization's commitment to racial justice. In this workshop you will learn about Crossroads model of creating internal antiracism Transformation Teams which are at work in institutions across the country.

Beyond Racial Justice: White Privilege and Occupy Wall Street (Beginner)

Facilitator: Matthew Presto

Since September 17, 2011, Occupy Wall Street has garnered attention across the globe, receiving a wide array of both praise and criticism. As a global horizontal movement, there are many exciting prospects, but to what extent have participants been willing to engage in a genuine anti-oppression analysis and confront white privilege? What opportunities are there for combating manifestations of white supremacy both within the movement and in broader society? Where do we go from here? The workshop will include a brief overview of the movement thus far and its relationship to white privilege. In the spirit of direct, participatory democracy, however, most time will be devoted to individuals sharing their own experiences and ideas for moving forward.

Boarding School Memories in Visual Culture (All Levels)

Facilitator: Jeffrey Montez de Oca

The American Indian boarding school movement was failed experiment in "Americanization". Nevertheless, the experience of attending boarding schools has profoundly affect individuals and communities across Indian Country. This workshop will use a collection of photographs from the Thomas Indian School that was an orphanage for children primarily of the Seneca Nation of Indians on the Cattaraugus Reservation near Buffalo New York. Discussion will focus on the history of the boarding school movement and the multiple responses to the boarding school experience. Participants will be encourage to analyze and discuss images of boarding school life in terms of the students' experience, the goals of an imperialist state, the needs of capitalist labor market, and the humanitarian ethos of religious charity and state welfare.

Building Community at Our Intersections (Beginner-Intermediate)

Facilitators: Santalynda Marrero and Joe-Joe McManus

Authors of the book, *The Diversity Calling* will facilitate an interactive session based on the concept of community building demonstrated by the book. The primary focus will be on how a relationship development process which begins at common intersections can promote constructive dialogue on the most challenging diversity issues, such as white privilege in the workplace, racial disparities in education, and global oppression. Additionally, authors will share insights into the development of anti-oppression activists and diversity professionals as shared in *The Diversity Calling: Building Community One Story at a Time*.

“But, I just don’t see it!”: Improving the Ability to Identify White Privilege (Intermediate)

Facilitator: Shelly Tochluk

What do we fail to see? It’s extraordinary how often well-meaning white people can miss noticing and naming white privilege in action. This session will use a scene study to explore common dynamics that arise when well-intentioned white people offer service to community organizations without an ability to perceive eruptions of white privilege. Through small and large group dialogue, we will practice identifying examples of white privilege and essential qualities and skills required for white people to avoid acting from a “savior” or “superiority” complex when working in community organizations and educational settings. Participants will also receive information and tools they can use to implement this learning within their home communities.

Children, Race and Privilege: Effectively Breaking the Silence as Parents and Educators (Beginner-Intermediate)

Facilitators: Meg Thomas and Lyn Mitchell

We want to protect our children from the impacts of oppression, power and privilege, but we cannot do it by remaining silent. Children notice differences such as race and gender from the time they are infants. They take in subtle information about privilege and power from a very young age. Too often, we leave them on their own to figure out the confusing, harmful, hurtful and unfair things they see and experience. Why are toys for boys different from toys for girls? Why do adults treat people differently based on the color of their skin? Why are so many (or all) of my teachers white? What in the world is going on on the TV news? As parents and educators there are many concrete ways we can help our children develop healthy racial identities, the knowledge and skills to challenge bias and inequity, and the ability to act for inclusiveness and justice. Kids deserve nothing less!

Color by Number: Understanding Racism through Facts and Stats on Children (Intermediate)

Facilitator: Art Munin

This interactive workshop presents a fact-based, antiracism resource as a new vision for diversity and social justice education. Since the election of Barack Obama, we have been plagued with a wave of colorblind rhetoric dismissive of the ever-present reality of racism. Those wishing to advocate for justice must arm themselves with the “facts and stats” supporting their claims. This workshop will entail small group conversations, dyadic encounters, and large group discourse on the functionality of this new tool and how it may inform our educational praxis. The facts and stats offered take a life course perspective, starting at children's youngest moments through their enrollment into higher education. By taking this life course perspective, this workshop compliment’s the theme for WPC 13. Topics will include healthcare access, environmental racism, juvenile justice, and education. This offers a new Vision for diversity and social justice education while also exemplifying the vital intersectionality of justice work.

Cracking the Codes: Understanding the System of Inequity

Facilitator: Shakti Butler

Viewing and discussion of the new film, *Cracking the Codes: Understanding the System of Inequity*, will serve as catalyst for transformative learning and model the film's use in a higher education setting. This session shares the foundation of the film, a holistic framing of the system of inequity that explores the continual interaction between the internal (personal) and external (interpersonal, structural) manifestations of bias. This frame exposes the importance of the self-work of understanding and healing one's own internalized privilege/oppression as integral to the ability of scholars and change makers to analyze and dismantle systemic inequity, and to develop a well of value-centered love to sustain an active social justice stance. Designed to shift and deepen the conversation about race, the film *Understanding the System of Inequity* is the first of a three part *Cracking the Codes: Race & Relationships in the 21st Century* film project and features leaders in the equity movement including: Peggy McIntosh, Joy DeGruy, Amer Ahmed, Ise Lyfe and Eveline Shen.

Creating Social Justice in Organizations: Dismantling Institutionalized Racism, Part 1 and Part 2 (Intermediate)

Facilitators: Kathy Obear and Vernon Wall

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 inherent in most organizations. How can social justice educators create inclusive organizations through systemic, long-term culture change? Come explore best 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.

Colonizing the Rhetoric: Benefits and Dangers of the Intersection of Liberalism and Anti-Oppression Pedagogy (Advanced)

Facilitators: Stacey Gibson and Liz Shulman

We will look at anti-oppression pedagogy in light of institutionalized racism, and the value and challenge of using such pedagogy in schools. Using case studies which provide examples of how the cycle of oppression is sustained and replicated in different institutions, we will facilitate discussion over teacher bias in the classroom. We will pay special attention to the larger issue of how white supremacy is too often perpetuated even in organizations whose sole purpose is diversity education and training. Participants will come away with new ways to begin "uncolonizing the rhetoric" of injustice and eradicating the system of oppression at the institutional level most commonly exhibited through archetypal behaviors between the oppressor and the oppressed.

Creating Sustainable LGBTQ Public Education Projects (All Levels)

Facilitators: Jordon Johnson and Tre Wentling

The process of moving racial equity forward within the lesbian, gay, bisexual, transgender and queer movement is an ongoing process. This workshop explores the intersections of racial equity and LGBTQ public education projects. Participants will engage with interactive exercises to assess and discuss their personal commitment, organizational capacity, and/or community

based work in relation to advancing the LGBTQ movement. We will discuss how to effectively develop sustainable LGBTQ public education projects in your local community.

Dealing with Microaggressions and Stereotype Threat (Intermediate)

Facilitators: Daryl Miller and Christina Jiménez

Expressions such as "That's so gay!" or referring to a person of color as a "colored person" can have far-reaching consequences for members of traditionally marginalized groups (people of color, LGBT people, women, people with disabilities, etc.), and their allies. These subtle verbal, non-verbal, and/or visual cues are called microaggressions, and are often committed unknowingly by well-intentioned people. In a single instance, a microaggression may seem harmless, but the cumulative effect over a lifetime of these everyday experiences can lead to increased stress, health risks, and a diminished sense of belonging or validation. Drawing on the work of Claude Steele, we will also look at the connections to and impact of stereotype threat. In this workshop, we will discuss how microaggressions and stereotype threat happen, their short- and long-term impacts, and suggest strategies to minimize the occurrence and impact of both.

Designing Effective Curriculum for Teaching White Privilege (Beginner-Intermediate)

Facilitators: Ali Michael and Elizabeth Denevi

This workshop is designed to support teachers to brainstorm how to teach about white privilege. Using our film "Teens Talk White Privilege" as a starting point, we will examine common questions and dilemmas that arise when preparing to teach about white privilege. We will then work with workshop participants to design the rough outline of a diversity curriculum that will include the concept of white privilege.

Developing Critical Cultural Competency (All Levels)

Facilitators: Jessica Vazquez Torres and Joy Bailey (*Crossroad Antiracism Organizing & Training*)

Today many institutions want to be multicultural, or recognize the need to be inclusive. Often this commitment is challenged by the historic decisions that established a dominant monoculture in the United States, which in turn created institutional structures based on one standard for what is correct, normal or good. In order to successfully construct a culture of inclusivity and benefit from the participation of all constituents, it is necessary to acknowledge the power dynamics that made institutions monocultural. The aim of this workshop is to equip people to name and interrupt these dynamics, not by learning the cultural differences and similarities of every group, but by reflecting on how we are shaped by the socially constructed groups we belong to and recognizing that some groups have more power in society than others. Participants will be invited to explore their own cultural formation as people socialized into constructions of race, gender, sexual orientation, and class, and to reflect on the ways this formation affects who and how they are in community.

Disability Studies—Interrupting Ableist Privilege (Beginner-Intermediate)

Facilitator: Linda Ware

This workshop will introduce the concept of abelist privilege informed by interdisciplinary disability studies scholarship as it intersects with themes of the WPC. Disability studies is defined and refined by scholarship that interrogates ableism and the certainty that encloses the pursuit of “normalcy” throughout society and its institutions. Agency is central to the discussion of ableism as it relates to social justice education theories of oppression. Examples will be linked to the cultural location of disability in 1) society and 2) to curriculum as a potential site to disrupt ableism in elementary, secondary and post-secondary classrooms. This workshop will invite participants from all sectors of the workforce including K-12 teachers, university faculty, activists, social workers and counselors, healthcare workers, and members of both the spiritual community and corporate arena to acknowledge abelist privilege as it continues to operate in the 21st Century.

Dismantle White Privilege with Writing: Using White Racial Identity Development and the Racial Autobiography to Challenge Personal Privilege (Beginner-Intermediate)

Facilitator: Christine Saxman

This workshop is for White participants who want to examine race in their lives and to learn reflective tools to increase their racial consciousness. Participants will be guided through a series of writing loops and sharing sessions in order to articulate their personal racial autobiography. The goal is to recognize the role White Privilege has played in our history and current experience.

Disproportionality in Schools: How Do We See Our Students? (Intermediate)

Facilitator: Sharon Gooding

This workshop begins by charting a historical framework to analyze the interconnectedness among stereotypes, myths, and inequitable classroom practices and discuss how current oppressive structures have become normalized in education. This interactive workshop encourages attendees to engage in honest and courageous discourse regarding the overrepresentation of minorities in special education, as well as their underrepresentation in gifted and talented programs. Attendees will understand how promoting strong and genuine relationships with culturally diverse students can help increase academic success -- even in the face of White Privilege. Participants will reflect on current practices and begin the discourse on changing practices and procedures to recognize the "blind spots" of White Privilege and become more inclusive.

Diversity, Privilege and Leadership: Are We Making Any Progress? (Advanced)

Facilitators: Eddie Moore, Jr. and Art Munin

This session will examine and explore issues of cultural competency, justice, privilege, oppression and leadership across the university. University administrators have an excellent opportunity to be positive role models, powerful decision makers, and effective agents of social/institutional change if they have the tools to do so. This work is vital because America is changing, the question is: are we ready? Participants will leave this session with the skills and knowledge necessary to continue addressing a variety of issues including white privilege/supremacy, racism, oppression, and leadership.

“ESPN’s Rap Sheet”: How Sports Media Promotes White Male Privilege (All Levels)

Facilitator: Charles Modiano

Sports media – a multi-billion dollar enterprise -- actively perpetuates a system of white male privilege and supremacy through the targeted criminalization of athletes of color, privileges received by white ones, and the invisibility of women athletes unless the uniform is a bikini. From Jack Johnson to Joe Paterno, this highly interactive workshop will utilize provocative sports imagery to spark discussion of racism, sexism, privilege, and oppression. Participants will be asked to engage in critical dialogue on how these representations and “images of privileges” directly and indirectly impact other American institutions such as our criminal justice, educational, and health care systems. Attendees will acquire a deeper understanding of this systemic oppression, the exclusionary demographics of sports journalists, and why the dangerous social impact of a virtual sports media monopoly called ESPN.

Examining White Jewish Privilege and Solidarity with Palestinians (Intermediate)

Facilitators: Rabbi Alissa Wise and Penny Rosenwasser

Facilitated by an intergenerational white Ashkenazi (Eastern European descent) Jewish team from Jewish Voice for Peace, this interactive workshop will aim to move us toward envisioning sustainable multiracial/multifaith partnerships through examining core questions about Jewish intersectionality such as: What historical moments and US policies helped put white US Jewish privilege in place? How do Jews respect racial diversity in the US Jewish community and address white privilege by the white Jewish minority? How can white Jews responsibly use our privilege to work for justice for Palestinians? Reviewing examples of white Jewish privilege in the US movement for solidarity with Palestinians, together we will analyze systemic race and power dynamics, and devise intervention strategies.

Exploring the Intersection of Whiteness and Femeness (Intermediate)

Facilitators: Zara Zimbaro and Levana Saxon

How have our experiences of gender oppression impacted our work in challenging white supremacy? What patterns are common among people socialized as both white and female, and how do they show up or limit our anti-racist work? Through dialogue, presentation, Theater of the Oppressed and other experiential activities, we will collectively investigate these intersections and the frequently raised themes of cultural appropriation, passive aggressive behavior, helping professions, white women tears, and mythologies of white women as virtuous victims. The facilitators will be sharing their insights from workshops, dialogues and the conspireforchange.org blog they have been developing in the Bay Area with the White Noise Collective, and are excited to connect and conspire with others who have been thinking critically about this intersection. The workshop is designed for people who at some point in their lives have identified as both female and white, but participation is open to everyone.

Exploring White Racial Identity Development with Teachers/Students (Beginner-Intermediate)

Facilitator: Elizabeth Denevi

How can we talk about the effects of whiteness on school culture and climate? How does white identity impact teaching and learning? What are some strategies for developing an anti-racist

teaching practice? The presenter will share her work and research in schools regarding white identity, privilege, and anti-racism.

Facilitating Conversations between Whites and People of Color (Intermediate-Advanced)

Facilitator: Lee Mun Wah

How do we begin a conversation with people culturally different from ourselves? What if they get angry or hurt? These fears keep us apart and in silence. Explore what it takes to develop authentic and meaningful relationships, even in conflict or misunderstanding. This experiential workshop combines role play, training vignettes/exercises, and discussion to address issues such as racism and cultural differences. Participants will learn to de-escalate a conflict within minutes, replacing adversarial/defensive statements with mindfully and culturally receptive responses. They also learn skills to train others in group process, conflict facilitation and a variety of cross-cultural communication techniques.

Facilitating White Caucuses: Challenges, Dilemmas, and Best Practices (Intermediate)

Facilitator: Kathy Obear

Facilitating white caucuses takes significant skill, self awareness, patience, and humility. Too often well-intentioned white practitioners and educators lead these sessions without a strong theoretical framework or a clear destination. Mismanaged white caucuses increases the chances that participants will leave with even greater frustration, anger, and hardened racial stereotypes. Come discuss best practices and strategies for facilitating these potentially powerful dialogues.

Free Land: Excavating the Legacy of White Privilege and Stolen Land through Hip Hop Theater (Beginner)

Facilitator: Ariel Luckey

Do you live on stolen Native American land? Did your ancestors Homestead? Do you know the history of the land you live on? Through interactive theater exercises, music and group discussions, we will explore our family histories and cultural narratives about who we are, where we live and how we got here. Tracking our families' footprints across the land and the history of U.S. colonialism and westward expansion, we will examine how they impact where we stand and who we stand with today. We will draw on the lessons and inspiration of our family stories to guide and inform our community activism and to build strategic alliances for racial justice.

From Lived Experience to Social Structures in Action: Operationalizing 'Race' in Health & Education Disparities Research (Intermediate)

Facilitator: Nancy López

Why should health disparities researchers clarify how they are operationalizing "race"? Lopez places "race" in quotation marks to call to question common sense ideas about race as "natural" divisions in the human family. Lopez starts from the premise that in order to understand health disparities among an entire group of people over a long period of time, health disparities researchers must start from the premise that "race" is a social construction. To this end Lopez will facilitate a discussion on the conceptual models used to collect race data.

Drawing on her involvement with multiple race and ethnic data committees in a variety of school and medical settings, Lopez will facilitate a discussion on practical strategies for researchers and policy makers for the collection of meaningful “race” data collection on Latino/a, American Indian, White, Asian and Black communities, etc.. Lopez calls for multiple measures of “race” and argues that the “gold standard” of using self-reported race and ethnicity as the ONLY data collected by hospitals and schools in particular limits our understandings of racial disparities in health outcomes.

Good Intentions Are Not Enough: Decolonizing "Diversity" Initiatives in Schools (Intermediate)

Facilitator: Paul C. Gorski

Despite good intentions, many of the most popular diversity initiatives in schools contribute to the very inequities they are designed to eliminate. In this session we will explore some of these initiatives and what makes them problematic. We will discuss, as well, the social justice efforts in schools that have proven to be potentially transformative.

"Hoodwinked and Bamboozled; White Privilege's Intersection with Hip Hop"(All Levels)

Facilitator: Bryant Smith

Hip hop has been called both "the gift and the curse". This interactive workshop is part history lesson, part social commentary and completely eye opening. Attendees will examine hip hop the culture and the business, with an emphasis on understanding the power dynamics that have allowed white privilege to not only influence but to corrupt all nine elements of hip hop. Special emphasis will be placed on suggesting strategies for using hip hop as a blueprint for reversing the destructive trends created by it's white, patriarchal domination. Going beyond beats and rhymes, this workshop will pull back the curtain and expose white privilege's attempts at corrupting a generation using the most visible and global connecting force since the U.S. civil rights movement.

"How ARE the Kids?": Practical Strategies to Help Children Understand Race, Reject Racism, and Take Stands Against Bias and Discrimination" (Beginner-Intermediate)

Facilitators: Meg Thomas and Lyn Mitchell

Adults frequently abdicate responsibility for addressing racism with children, often denying that kids' ideas, words and actions reflect (and perpetuate) systemic racism. But for their healthy development, children need us to actively, explicitly engage with them about race and racism. Together we'll explore practical strategies to help kids notice and reject bias and discrimination plus take stands for fairness and inclusion

"How Do You Talk to 'a Racist'?: Lessons from the Color of Fear on how to Challenge and Transform White Supremacist Belief

Facilitators: Victor Lee Lewis and Hugh Vasquez

When we hear oppressive speech, we intuitively know that this way of speaking and thinking has a distinct pattern. This “hand's on” workshop will expose the underlying patterning of oppressive beliefs and show educators and activists how to identify the specific patterns of deletions, distortions and over-generalizations and how to intervene for change. Brief clips

from *The Color of Fear* will be used to illustrate the patterns. Participants will learn 20 different questions and statements to use that can be used effectively weaken and undo these beliefs.

How Internalized Oppression Gets in Our Way

Facilitator: Sherryl Weston

After many years of "integration", diversity training and cultural competence workshops, there have been few opportunities for true self examination. In particular, the effect of typical education on identity development and social justice skill building is huge and has set certain value systems in place. (For example, we learn that to be sophisticated is to value the eurocentric over what might be called popular culture or folk culture; some white parents adopt children of color, then dissuade those children from associating with other children of color, etc.) This workshop will focus attention on internalized oppression and how it operates in our daily lives.

"I don't feel safe talking about race": Exploring the Cross Racial Impacts of the "Safety Card" (All Levels)

Facilitators: Robin DiAngelo and Darlene Flynn

For those who lead or participate in cross-racial discussions, creating "safe" spaces in which participants can express their views is a familiar goal. This goal is most often driven by White participants who fear that they will be "attacked" in these discussions. Yet what constitutes safety is rarely defined or contextualized. This workshop will ask, "What do "safe" discussions mean from a position of white privilege and dominance? What do safe discussions mean for people of color? Using interactive exercises, we will re-frame the discourse of safety from an anti-racist perspective.

"I don't see race": On the Psychology of White Privilege (Intermediate)

Facilitator: Brian McElwain

When it comes to dealing with issues of race and racism, otherwise well-adjusted White people get a little bit crazy. Many White people defend against the anxiety of dealing with race and racism by using very "primitive" ego defense mechanisms (e.g., withdrawal, denial, projection, dissociation) and it is the pervasive use of such defense mechanisms that, from a psychodynamic perspective, defines psychosis (i.e., being grossly out of touch with the realities of others). In this workshop, we will explore some examples of this aspect of the pathology of White privilege as well as some of the sociohistorical contexts that sustain the "color-blind" stance of White privilege. The workshop will conclude with collective reflection on how best to engage in effective dialogue about race and racism with people who are heavily defended against even acknowledging the most basic everyday realities of people of color.

Identity Theatrics (Intermediate-Advanced)

Facilitator: 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'? This workshop will explore these questions and more, asking participants to consider re-scripting their commitment to present racial and cultural narratives. Utilizing a vast array of theater techniques, come play with these

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 will guide participants into a deeper understanding of the personal investment required for truly transformational change when working towards social justice.

Impact vs Intent: Transforming Institutions through Transformative Leadership (Intermediate-Advanced)

Facilitator: Hugh Vasquez

The social conditions that produce widespread, systemic oppression based on race, gender, class, sexual orientation, etc. will not change until we understand how to transform our institutions. Many reform efforts focus on changing individuals – and although change on the individual level is necessary, it is insufficient for ending systemic racism, sexism or the like. We must collectively stop looking at the intent of individuals, institutions, laws or policies and instead focus on the inequities they produce, that is, the impact. We will examine immigration laws that produce racial profiling of brown people; criminal justice policies that produce racialized outcomes for black and brown folks; Wall Street and White House collusion that resulted in the 1% gaining wealth to the detriment of the 99%; educational practices that create opportunity gaps with black, brown and poor kids losing out. This session will look at what it takes to be a leader who will work to transform our social institutions.

Inter-racial Dialogue for Women: Confronting Privilege and Building Relationships (Beginner)

Facilitators: Christine Saxman and Andrea Johnson

The purpose of this workshop is to model a dialogue experience between a White woman and a Black Woman, help participants understand cultural differences between White Talk and Color Commentary, and examine the roles trust, listening, questioning, silence, language, and a shared sense of struggle and discomfort play in sustaining transformative inter-racial dialogue. The theoretical underpinnings of our workshop include Singleton and Linton’s *Courageous Conversations About Race*, Delpit’s “The Silenced Dialogue,” Williams’ *It’s the Little Things*, and Helm’s *Black and White Racial Identity*.

Interrupting White Privilege at WPC and Beyond: Strategies to Intervene and to Hold Up the Mirror (Beginner-Intermediate)

Facilitator: Christine Saxman

What do you do if you see white privilege asserting itself at WPC? What do you do when someone shares that you’ve been asserting privilege and you didn’t realize it? This workshop will examine how to recognize privilege and how to interrupt it. We’ll consider what it means to intervene as allies and how to receive feedback about your own use of privilege by focusing on humility, reflection, and mindful listening.

Intersecting with Decolonizing Spaces

Facilitator: Rhea V. Almeida

The complexity of identities through intersectionalities and the holding of these complexities in their varied social locations is often difficult to name, understand and deconstruct. The mapping of one’s race, gender, sexual orientation, and culture as well as the social, political and

historical contexts are all brought to bear on creating paths towards sustainable connections. Creating sustainability and building social capital, requires an integration of borderland epistemologies to address other knowledges that exist in decolonized spaces. This presentation will speak to participants from diverse disciplines, through the use of film narratives and other tools for accessing and deconstructing those spaces that hold knowledge for sustainable social action. This is an interactive and experiential workshop.

Intersectionality: Beyond the Buzzword (Beginner-Intermediate)

Facilitators: Abby Ferber, Andrea Herrera and Dena Samuels

This session will provide a discussion of the concept of intersectionality and how it can be applied in any educational/training class or organization. While we hear a lot of talk today about intersectionality, what does it really mean? What is the history of this approach? How can it be implemented? How does it help us to increase inclusion and engagement? And how do we make sure it does not “dilute” what we want to focus on?

Intersections: Zionism, White Jewish Privilege, Anti-Oppression, and Responsibility (Beginner-Intermediate)

Facilitator: Liz Shulman

This session will provide opportunities to discuss the place of Zionism in current discourse about the conflict in Israel/Palestine. More specifically, we will discuss how white privilege and systemic oppression frame the ways people talk about this issue. We will talk about how understanding questions of race and national identity in the U.S. are related to these same questions in the Middle East. Zionism, after all, is either a mode of national empowerment or nationalist oppression, depending on one’s frame of reference. Participants will engage this often uncomfortable issue through small and large group discussion. As participants grapple with this topic, they will be encouraged to take from this session a greater understanding of how Jews and Non-Jews can find ways to speak about the intersection of race and oppression in both the U.S. and other parts of the world.

La Mochila: Hidden legal pathways that are keeping the dream alive for undocumented Latin@s

Facilitator: JuanCarlson Arauz

Our immigration policy in the United States is based on the White Supremacy model that values land and humans as commodities. In order to address the impact of education for every Latin@, an analysis of our undocumented immigration population is required, as well as the deconstruction of white privilege in our immigration policies. We cannot achieve educational excellence for all students without addressing the inequities facing our most invisible students: undocumented immigrant children. This workshop will examine the challenges and strengths of undocumented immigrant youth; undocumented students’ “cultural resiliency”; the ability of undocumented youth to impact and inspire much larger audiences beyond undocumented students; how undocumented students’ leadership strategies can be used to cultivate youth leaders nationwide; and provide a model of programs/efforts that have been successful in developing and empowering undocumented youth to become advocates and leaders.

Leadership Apps: Promoting Anti-Oppression Leadership Development (Intermediate)

Facilitators: Joe-Joe McManus and Catherine Wong

The next generation of civil and human rights leaders must be able to work across divisions and employ multiple leadership approaches. This interactive session will demonstrate the use of a framework for leadership education that embraces next generation thinking and the development of individualized models for leadership. This critical methodology is designed for educators and mentors to assist learners in developing the skills, knowledge and disposition to be impactful leaders in the ongoing efforts to combat white privilege, systemic inequities and global oppression across sectors and borders.

Linking for Social Justice: Overcoming Obstacles between Youth and Adults in Discussions of Privilege (Intermediate)

Facilitators: Rachel Samuels and Wade Colwell-Sandoval

This workshop reflects on the challenges of discussing privilege between youth and adults from the perspectives of two social justice activists/allies from the youth and adult generations. The session will focus on sharing and gathering strategies for effective social justice activism. YAP participants and their allies are especially encouraged to attend this session.

Moving Beyond "No Bless Oblige": Who's Really Serving Whom? (Intermediate)

Facilitator: Lynn Sullivan

What is our moral and ethical approach to service? This workshop will explore a philosophy of service that challenges us to explore Solidarity over Charity. Does "white power and privilege" perpetuate the status quo, and expose hidden dangers in a "no bless oblige" practice in our schools? Components include a careful reflection of how traditional community service has the potential to exploit, rather than empower. Video clips from a recent "service finding" trip to Port-au-Prince, will be shared to illustrate the tenets of Best Practices when engaging in authentic service relationships. Expect to receive practical instruments to introduce to your organization to move beyond short-lived responses to societal needs. Included are examples of how media and cultural messages inform our habits of mind, and often marginalize people of color when depicted on the receiving end of service efforts. Open discussion and healthy discourse, will lead us to an understanding of the pros and cons in mutually beneficial partnerships found in the emerging pedagogical language of service learning.

Nizhoni Sista (All Levels)

Facilitators: Stella Martin and Sasha James

This workshop provides participants information about an HIV prevention behavioral intervention, which was specifically tailored for Native transgender women. We will briefly share a history of being transgender in Navajo, the intersection of traditional teachings with HIV prevention and how this intervention provides critical assertiveness skills for Native transgender women. Participants will engage in interactive exercises in order to deepen their understanding about this training.

Occupy Diversity® (Intermediate)

Facilitator: 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. 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. Why not? In this session, we will put secrets on the table, explore questions that are just beginning to be openly posed and, for answers, look to systems of power and privilege.

Occupying Privilege: A Report Back from Occupy Oakland and Facilitated Discussion on Racism in the Occupy Movement (Beginner)

Facilitator: Ariel Luckey

From controversies like the John Lewis incident at Occupy Atlanta to solidarity actions like renaming (Un)Occupy Albuquerque, racism has been a critical factor in the Occupy Wall Street Movement. This interactive workshop will provide an overview of the movement, an update from Occupy Oakland and an opportunity to share stories and strategies for racial justice with the 99%.

Orangreenia: Power and Intersecting Identities (All Levels)

Facilitators: Robin Parker and Pamela Smith Chambers

Power and intersectionality shape our lives. From everyday interactions to debates about the most divisive social issues, the use and abuse of power and the multiple cultural identities that individuals carry are key to understanding why people act the way they do. In this workshop, participants will be part of an engaging simulation set in the microworld of Orangreenia. The simulation will challenge participants’ assumptions about the forces that support racism and classism in our society, and encourage a thoughtful discussion about the ways intersecting cultural identities shape experience and world view.

Privilege, Power, and Persistence; Enhancing Global Dialogues

Facilitator: Catherine Wong

This workshop will focus on building a supportive intergenerational environment whereby global voices matter, and are regarded as the one of the driving forces in constructively dealing with conflict and resistance when it arises between disparate groups, specifically when issues of privilege and power are present. Participants will; 1) engage in conflict transformational activities that dismantle persistent stereotypes and oppressive mistruths that tear people apart, and instead build important connections that bring people together, 2) create “vital space” to identify difficult dialogue strategies, while naming and recognizing the institutional barriers that can inhibit the formation of sustainable partnerships and 3) synthesize and reflect on lessons learned when working from a stance of innovation, purpose and change agency.

Question & Answer Forum for White Attendees Seeking Clarification and Explanation (Beginner)

Facilitators: Shelly Tochluk and Robin DiAngelo

Do people at WPC assume you agree with ideas you are unsure about? Would it help to have some explanation or clarification about concepts that other attendees seem to take for granted, but that are new for you? Recognizing that workshops run more smoothly and can treat topics more deeply when participants enter with a common foundation of initial understanding, this workshop provides a place where white attendees can bring their questions. Led by facilitators with years of experience presenting at WPC, hosting white caucus dialogues, and who are engaged in their own ongoing personal work, this workshop welcomes the questions participants may have after attending other workshops, hearing a key-note, or following interactions with other attendees. Although specifically intended to address concerns commonly raised by white attendees new to concepts presented at WPC, all are welcome. The facilitators can also offer guidance to first time attendees about which workshops might be most appropriate for them, given their experiences and exposure. (Please be aware that this question/answer forum is different from a caucus, and all are encouraged to seek dialogue and support in the daily caucuses.)

Race, Power, & Privilege in the Sustainability Movement (Beginner)

Facilitators: Stephanie Puentes and Heather Hackman

As the "green" movement grows we must take steps to understand the systemic forces of race, power, and privilege as they relate to sustainability. It is important to interrogate our own worldviews, understand other's perspectives, uncover covert systemic issues, and enhance our skill at creating a more inclusive sustainability movement. This interactive session uses a case study and a set of reflection questions to discuss the elements of the case and the larger issues of equity and privilege in the sustainability arena.

Racism in the Obama Era: A Pictorial Exploration (All Levels)

Facilitators: Robin Parker and Pamela Smith Chambers

Many thought that the election of Barack Obama signaled a new, golden era of race relations in the United States: if an African American could be elected president, certainly the problems of race had been solved. In this "post-racial" America, worries about racism and its progeny—discrimination, bigotry, and prejudice—could be firmly replaced with a colorblind ideal of every person just being "human." But if pictures tell a truth often denied by words, we should be slow to declare a victory over racism. This workshop will explore the seemingly benign images that often reveal deeply-embedded racist ideologies. We'll offer insights on how intersecting identities help to keep modern racism invisible, and how individuals can "see through" the camouflage that keeps this racism hidden.

Reframing and Engaging Resistance (Intermediate-Advanced)

Facilitator: Jamie Washington

There are just days that we want to throw in the towel and give up because we meet so much resistance. It's even harder when those who are suppose to be in your corner don't show up in helpful ways. Let's talk about how we reframe resistance and use it as the energy needed to create culture change.

Religious Diversity and Pluralism in the Context of Christian Privilege (Intermediate-Advanced)

Facilitators: Jamie Washington and Warren Blumenfeld

The dialogues about diversity often fall short of real engagement as it relates to religion, spirituality and other ways of knowing. If you have ever felt like your “faith” is not honored, people often shut down and disengage when it come to this topic, or you just don’t know what Christian Privilege is, this session will help with these concerns.

Reproducing Whiteness: How do we reproduce the racial system of white domination? (Intermediate-Advanced)

Facilitator: David S. Owen

Participants in this workshop will be introduced to a framework for understanding how whiteness functions and how it is reproduced. In this framework, whiteness is understood as shaping identities, norms of social interaction, and cultural representations. We will discuss seemingly benign ways that we reproduce whiteness in our everyday lives. And, finally, we will brainstorm strategies for disrupting the reproduction of whiteness.

Resituating Culture Centers/ Spaces of Resistance Within A Social Justice Framework: Is There Room for Examining Whiteness? (Intermediate-Advanced)

Facilitator: Michael Benitez

Just as critical and valuable as the cultivation of a space for the development of students of color is the need to address the social development of White students, many of whom have had little to no cross-cultural engagement and are unaware of white privilege and dominant ideological and cultural discourses that permeate campus culture. Given sociohistorical conditions that have led to the dissonance between culture spaces and whiteness in higher education, how can we also conceptualize culture centers/ organizations, etc, as possible spaces for deconstructing whiteness and racial superiority for white students, while maintaining their mission of serving minoritized groups? Utilizing an antiracist social justice framework, participants will engage in interactive and provocative reflexive dialogue. Strategies and possibilities for sustainable action will also be provided.

Scratching Where It Itches: Solidarity with Partners in the Global South

Facilitator: Flaurie S. Imberman

This workshop invites participants to look critically at community service programs in the "developing world," exploring the difference between solidarity and charity, in order to help us understand the role of while privilege and upper class elitism that drive many service organizations and programs. In contrast, we will discuss some examples of organizations and programs that support authentic struggles against privilege and oppression, so that we can better inform our own practice.

Settlement Privilege: Unpacking the Invisible Covered Wagon (Intermediate)

Facilitator: Robert Jackson-Paton

As with White privilege, invisible benefits—to Whites—accrue to White settlers through the ongoing occupation of Indigenous territories taken through a variety of dishonest means, and

the transmission of that conquest through generations to the present day. The subsequent access to resources, land, wealth, education, and so on manifests as both White *and* settlement privilege. Environmentalism as a settler narrative will be a focus of discussion. Detailed analysis, personal narratives, as well as various interactive exercises will be provided to initiate the decolonization of White settlers in the United States, and begin conversations toward collective and individual healing.

Speak Up! Respectful Communication! (Beginner-Intermediate)

Facilitator: Santo Carfora

This workshop will discuss white privilege, white supremacy, and oppression. It offers opportunities to learn and practice techniques for “speaking up” in the midst of inappropriate comments. Small and large group discussions, video, and role playing encourage active participation. This workshop is designed to encourage folks to speak up when confronted with inappropriate comments. Silence is Acceptance. You are either part of the problem or part of the solution.

Taking a Personal Inventory (Beginner-Intermediate)

Facilitators: Bob Amico and Gaston Dembele

This workshop will involve an interactive exercise designed to raise awareness about one’s cultural competency. The participants will have an opportunity to share their insights with others and challenge themselves through a visioning exercise for future action.

Tales of Racial Profiling in Immigration

Facilitator: Mary Romero

This interactive workshop will explore how white privilege is a major component of immigration law enforcement in the US.

Talking With Children About Racism and Privilege (Beginner)

Facilitators: Fran Davidson, Theresa Lenear, Kim Francisco and Cheryl Render Brown

From a very young age, children are actively trying to make sense of our world. This includes the privileging of Whiteness they witness in their neighborhoods, schools, and the media. Without guidance, they will draw their own conclusions that are often reinforced by the colorblind rhetoric. In this workshop, we will engage in critical conversations about how to talk with children about racism and privilege in a way that promotes their healthy ethnic identity development.

Teaching about Race and Racism from an Intersectional Perspective: A Developmental Framework (Intermediate-Advanced)

Facilitator: Diane Goodman

This workshop explores how to teach about race and racism from an intersectional perspective when learners have different degrees of racial consciousness and readiness to handle this kind of cognitive complexity. We will discuss a framework which builds toward an intersectional understanding of race and racism, moving from a single focus on race towards a multidimensional integration of other social identities. This developmental framework includes

four pedagogical approaches: 1) A race-centered, single identity focus, 2) A race-centered, limited intersectional focus, 3) A race-centered, intersectional focus, and 4) A full intersectional focus. We will explore some of the activities educators can use within each of these approaches as well as issues and challenges raised by teaching about race and racism intersectionally.

The Biracial/Mixed Race Experience – Moving the Conversation Forward (Intermediate-Advanced)

Facilitator: Vanessa Roberts

Examining the significance of the biracial/mixed race voice in the White Privilege discussion, this workshop aims to provide a brief history and introduction to this cultural group gaining ground in American racial politics. What pressure do non-traditional forms of identification place on mono-racial categories? What stereotypes persist regarding ingrained social beliefs which this multi-racial movement either explodes or enforces? As a performance artist Ms. Roberts promises to infuse this workshop with several theatrical elements to keep the conversation engaging, thought-provoking and illuminating. Join us as we commit to a new vision of racial and cultural identity, a vision we are just now beginning to pioneer.

The Critical Liberation of White Women – What Are We Fighting For? (Beginner)

Facilitators: Beth Applegate and Kathy Obear

Too often white women do not effectively partner and build coalitions in their work to dismantle racism and other forms of oppression. The dynamics of internalized dominance and internalized subordination result in unnecessary competition and conflict, wasting energy that could be directed to creating Liberation and social justice. In this highly interactive session participants will explore the current behaviors and attitudes of white women that create barriers to synergistic collaboration and identify the components of a critical liberation practice where they intentionally create partnerships that consistently model the core elements of social justice that they espouse in their work. They will leave having identified a learning partner to promote accountability and continued learning.

The Discourse of Abortion as Genocide: Two case studies (Intermediate)

Facilitators: Lynda Dickson and Heather Albanesi

This workshop will consider two contrasting cases where the discourse of “abortion as genocide” is currently being used. In the first case, we consider the 'abortion as black genocide' movement. 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". In the second case, we consider the discourse of 'abortion as genocide' within the Disability Rights movement and Disability Studies. For those parents who learn, through medical testing, that the fetus has Downs Syndrome, the abortion rate is above 75%. Disability advocates point to this as evidence of the genocide of people with disabilities. These cases demonstrate the necessity for an intersectional perspective that brings race and disability into the discussion of what is usually framed as simply “a woman’s issue”.

The Economic Matrix: We can't leave out class, wealth and power (Beginner-Intermediate)

Facilitator: Paul Kivel

More than a diversity issue, the economic system is the framework through which every diversity issue gets played out. The unfinished legacy of the Civil Rights Movement cannot be limited by structural inequality of any kind and economic inequality undermines our progress in other areas. The work around issues of economic justice is not only unfinished, in the everyday practice of our social justice work it has barely begun. This interactive workshop will help activists, teachers, trainers, community members, and citizens understand their role in the economic pyramid and learn exercises for helping people talk about the economic realities they face.

The Everyday Impact of Christian Hegemony (Beginner-Intermediate)

Facilitator: Paul Kivel

This interactive workshop facilitates an examination and discussion of Christian Hegemony, the institutionalized system of Christian dominance in U.S. society which interconnects with sexism, racism, heterosexism, able-bodiedism, and anti-Arab and anti-Jewish oppression. The interactive discussion will look at how Christian hegemony looks today in the U.S., what its everyday impact is, how it has developed historically, its foundational values, and how these influence us today. The premise of this workshop is that one cannot accurately understand racism, sexism or other systems of oppression without coming to grips with the ways seventeen hundred years of Christian hegemony undergirds, shapes, supports, and obfuscates how power and violence really work in our society.

The Everyday Nature of Micro Aggression (Intermediate)

Facilitators: Pamela Hopkins and Placida Gallegos

In this workshop participants will experience an overview of the impact of micro aggressions in everyday life as well as begin to increase their own self-awareness. Our programs are highly interactive with experiential activities that engage participants of all learning styles, we derive our content from current research and real-world scenarios, we provide world-class facilitation by engaging participants with open dialogue, reflective questions and real-world challenges and we leave people in "action" so they can take what they learn back to their professional and personal lives.

The Invisible Line that Divides & Unites Us: Diversity- A 21st Century Competency

Facilitator: JuanCarlos Arauz

To address the issues of teaching students of color as well recruitment/retention of teachers of color, particularly the African-American and Latino@ community, we need a shift in our paradigm of thinking about people of color. Our approach to diversity has been from a racial context and the power dynamics of white privilege. Through this unique approach, participants will gain insight into how to identify these power dynamics and translate one's personal experience, which we identify as lenses of Cultural Resiliency. We will demonstrate how cultural resiliency can be viewed in the academic context of 21st century competencies. We address the strengths of diversity utilizing these student experiences as the central point to develop a new framework for educational excellence.

The Model Minority Myth: Removing the Shroud of Silence

Facilitator: Catherine Wong

This workshop is about the systems of privilege and institutional barriers that have been shaped in part by the model minority myth discourse. Specific strategies to break through the silence, expand the dialogue and deepen the understanding of the model minority stereotype in an effort to weaken existing systems of privilege will be identified. Catherine will 1) share personal stories of her awakening to the influences of the model minority myth in her cultural identity development, 2) highlight attempts to challenge its effects on succeeding generations of youth, and 3) facilitate activities focused on critical connections, and the development of sustainable action steps.

The Race Debate: Colorblindness v Racial Justice Consciousness

Facilitators: Terry Keleher and Rinku

This workshop uses a lively debate format to illustrate how racism related to a particular issue can be either concealed (“colorblindness”) or revealed (“equity consciousness”) and how this reflects a broader societal debate about the meaning and existence of racism. This workshop emphasizes how racism can be addressed explicitly while also reinforcing universal frames intended to benefit all people.

The Roots of Oppression (Beginner)

Facilitator: Stephen Powell

The Roots of Oppression Training provides a comprehensive, analytical cultural framework by which we can quickly master a full understanding of the origins and history of oppression. This framework allows us to understand the deepest psychological issues – internalized oppression, relational health, personal and political vision and hopelessness – as a reflection of the cultural dynamics and trauma that are intrinsic to the modern human experience. We are then able to authentically and effectively address these issues by referencing the “multicultural grid” that connects all of us.

The Socioeconomics of the Knapsack: White Privilege and my Poor, Appalachian, Grandma Wilma (Intermediate)

Facilitator: Paul C. Gorski

Of the many implicit rules that govern conversations about white privilege, one seems, to me, to be most vigorously enforced. That rule dictates that participants should not, in a dialogue about white privilege, mention any identity that is not a racial identity or any oppression that is not racism. I have come to believe that policing consideration for other oppressions out of conversations about white privilege has been a mistake, resulting in a sort of arrested development in the evolution of thinking about and acting against white privilege. In this workshop we will discuss the intersections of racial and economic injustice, how common “rules” about discussing white privilege might hinder progress toward anti-racism, and what we, as activists and educators, can do to evolve our understandings of white privilege in ways that acknowledge these complexities.

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

Facilitator: 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.

This is Your Brain on Racism: Understanding and Transforming the Neurophysiology of White Privilege and Internalized Racism

Facilitator: Victor Lee Lewis

Why are internalized "racial superiority" and "internalized oppression" and their institutional expressions so pervasive and persistent, despite all our efforts until now to fundamentally change them? What can the new neuroscience teach us about how racism invades and colonizes the nervous system of both white people and people of color? How can we reclaim our personal power, resilience and resourcefulness? This workshop offers revolutionary insights based upon the latest neuroscience research and practical skills for turning stress, trauma and drama into empowered and decisive action for personal and social change.

UnOccupy Privilege: Developing Principles for Economic Equity (Intermediate)

Facilitators: Lila Cabbil and Maggie Potapchuk

White peoples' responsibility in doing work on addressing and educating on privilege is to ensure that the principles of equity are integrated into practice. Profiting from privilege needs to be addressed collectively and understood especially in the context of whites being in the top tier of the 99%. This will be an interactive "working" session to discuss developing a feedback and an accountability structure in a community of practice and brainstorm equity principles to use in our daily life. We look forward to hearing your stories and to collectively build on the input from WP12, creating a draft set of principles to circulate during WP13.

Using Game Theory Strategy for Social Change (All Levels)

Facilitator: Anna Shabsin

As social justice workers, we spend our lives trying to convince others to change their minds, open to new perspectives, and grant legal rights. However, passion only takes us so far in these pursuits. Luckily, there are tried and true strategic methods to get what you want. Join Anna as she introduces you to the beauty and benefits of applied game theory.

Voice of Judgment as an Invisible Knapsack of Internalized Oppression (Beginner)

Facilitator: Taj Johns

This workshop will offer tools that can assist with naming and quieting the internalized voices of judgment that interfere with living in possibilities. We all have a narrative that impacts our attitudes and behavior. This narrative is often reinforced by internal voices of judgment

(internalized oppression). Participants will be given a working definition of internalized oppression, explore some life challenges internalized oppressions has created, the need this challenge creates and select one challenge to work with. Working in dyads and large groups, participant will spend time exploring their personal challenges with internalized oppression and develop an action plan. Participants will leave with tools to continue self-exploration, methods for recognizing their voice of judgment as well as understanding ways one's internalized assumptions about self has influenced their decisions. In order to establish meaningful relationships across differences, we have to develop trust of ourselves.

Watching the Watcher: Intersecting and Deconstructing the Authoritarian "White Gaze" (Advanced)

Facilitator: Stacey Gibson

Together with excerpts from ethicist Sharene Razack's book *Looking White People in the Eye* with analysis of contemporary cultural examples, this advanced session serves as a place to examine how the [pseudo?] authoritarianism of the insatiable "white gaze" followed closely by the relentless fetishising of the darker body creates spaces ripe to replicate oppressive domains. We will examine and analyze how the pain of oppressed people often becomes a high risk commodity employed by both the oppressor and the oppressed as a way to navigate and manage varying levels of racism. We will unpack these and related issues through small and large group discussions and feedback dialogues. Participants will take away critical tools to help understand and articulate how the "white gaze" costs all parties involved.

We Oppose Racism and Unearned Privilege...So, Now What? (Intermediate)

Facilitator: Shelly Tochluk

Great numbers of white people today believe we should be colorblind. How can we best challenge this perspective? For those of us who understand that to end racism we must sink deeper into the issue, how do we entice white people into a journey of self-discovery and change? This workshop offers practical steps to start building an effective antiracist practice for themselves and their communities. We will explore essential elements of an antiracist practice as well as strategies for increasing the capacity of white antiracists to reach out to other white people.

Welcoming Schools: The Intersections of LGBT Issues and Other Forms of Oppression and Privilege in Elementary Schools (All Levels)

Facilitators: Johanna Eager and Tracy Flynn

Single issue gay politics is so yesterday! Welcoming Schools (WS), a project of the Human Rights Campaign Foundation, provides tools, lessons, and resources to embrace family diversity, avoid gender stereotyping, and end bullying and name calling in elementary schools. While Welcoming Schools work focuses on LGBT issues, the initiative is inclusive of the broad spectrum of oppression and privilege, particularly, in the lesson plans provided for elementary school teachers. In this interactive session, participants will become familiar with Welcoming Schools, including viewing the soon-to-be released short professional development WS film, "What Do You Know? Six to twelve year olds talk about gays and lesbians".

What I Said and What I Meant: Cross Cultural Communication (Beginner-Intermediate)

Facilitator: Rosetta Eun Ryong Lee

Cross cultural communication theories help us understand how communication in different cultures vary on many levels: spoken language, tone, body language, etc. Theories lack full definition, however, of the deep influence of power and privilege in US mainstream culture – whose cultural values, whose norms, and whose codes and modes are the “acceptable ones”? How does White privilege manifest in the very nature of professional, intellectual, and “polite” discourse in the United States? This workshop presents major cross-cultural communication theories, ways that culture, power, privilege and difference affect how we communicate, tools for questioning assumptions, and ways to improve communication across the power divide so that we might interrupt the cycle of oppression.

When Caring People Hurt: Racial micro-aggression and how allies can Help (Beginner-Intermediate)

Facilitator: Hsiao-Wen Lo

White allies strive to be helpful; however, sometimes they say or do things that actually make things worse because of their un-examined White Privilege. In this program, participants will learn 1) what racial micro-aggression is, 2) how it is perpetuated by white privilege and impacts people of color, and 3) what allies can do to better recognize and address it. Concrete suggestions will be provided.

White Privilege and Immigration: The Untold Story (Beginner-Intermediate)

Facilitator: Jorge Zeballos

In this workshop participants will explore the real relationship of this nation to immigrants, while challenging the myths that surround the U.S. immigration policies throughout history. Participants will leave the workshop empowered to engage and challenge those myths, and energized to work for a balanced approach to immigration based on social justice and respect for human life.

White Privilege and Power in the Deaf Community (Intermediate)

Facilitators: Jane Kelleher Fernandes and Shirley Shultz Myers

This workshop will follow the keynote of the same title. Deaf people have historically been oppressed on the basis of both language/culture and ability status, but the privilege and power gained from being white is often overlooked. Dr. Fernandes and Dr. Myers will share their experiences of the personal and systemic impact of white privilege and power in the deaf community. They will explore the intersections of oppression systems within the deaf community as well as the impact they have on our struggle for racial justice.

White Women, Sexism, and White Superiority (Intermediate-Advanced)

Facilitators: Ilsa Govan, Mary Grace Lentz and Tilman Smith

While white women struggle with experiences of gender oppression, we also benefit from white privilege. This workshop will focus on the intersection between white women’s internalized sexism and internalized white superiority. In what ways do these two phenomena

work together to create misunderstandings, missed collaborations, racist behaviors, and acts of supremacy? The facilitators will guide a dialogue for white women to gain insights into learned patterns of behavior and strategies to better collaborate in work for social justice.

Whose Hip Hop Is It? Unveiling Commoditized Representations of an Intersecting Movement (All Levels)

Facilitator: Michael Benitez

What do most folks think of when they hear the term Hip Hop? What images comes to mind? How are people interpreting Hip Hop? How has Hip Hop changed overtime? Who is consuming Hip Hop, and what type of Hip Hop is it? This fun, interactive, yet provocative session addresses different tactics used by dominant culture (white, patriarchal, heterosexual, etc.) to engage with Hip Hop lyricism and semiotic representations of hip hop culture. Participants will be asked to engage in critical dialogue by examining such issues as the production and representation of race, class, culture, sexism, privilege, and oppression in Hip Hop. More specifically, we delve into the generational divide and disconnect in Hip Hop; how it has been infiltrated by white supremacist ideology; how and for whom Hip Hop has been commoditized; how we unconsciously and collectively support the cycle of oppression, and gain a deeper level of consciousness and a vision necessary to progress from where hip hop is and represents to how we can utilize Hip Hop to contest discourses and representations of a movement rooted in resistance to oppression.

Why are all the Minority Staff Members so Anti-Social? (Intermediate)

Facilitators: Katherine Lloyd, Daviree Velazquez and Nora Howell

This presentation is rooted in the lived experiences of the presenters who are women of color that work/worked in Residence Life at colleges and universities. Both have been ostracized and experienced job action from White supervisors for being “anti-social”. The purpose of this presentation will be to share with majority supervisors reasons why minority staff are presumed to be “anti-social” and help them realize how their perception is based in their white privilege. Furthermore, the presenters will share how they can work to eradicate oppressive practices in their supervision. In addition, this presentation will equip minority employees to confront their supervisors on this issue.

"You Mean, There's Race in My Sports?": How Sports Media Defeats Minorities and Defends Whites on an Uneven Playing Field (Beginner)

Facilitator: Frederick Gooding

Sports and the field of sports media are America's last remaining vestiges of a meritocracy – a playing field whereby the rules are the same and apply to all equally and where individual merit and hard work is what separates the champions from the contenders. Not so. In this workshop, we will learn the six consistent image patterns that define and denigrate any non-white athlete in mainstream sports media. Further, we will deconstruct how such images are created, analyze their impact and then discuss the implications of such systematic portrayals and how they reinforce white privilege and messages of white male dominance -- all in the name of "competition" and "good sport." We promise to play hard.