



# Facilitator Packet

## 2010



## **Mission**

**The WPC provides a challenging, collaborative & comprehensive experience. We strive to empower & equip individuals to work for equity & justice through self & social transformation.**



## **Core Values**

- **Collaboration**
- **Consciousness-building (of privilege & oppression)**
- **Comprehensive approach (in terms of content & process)**
- **Challenging & supportive environment**
- **Intersectional content**
- **Strategic & action-oriented**
- **Reciprocity between us & our participants**
- **Accountability & responsibility**
- **Relationship building**
- **Purpose-driven (we are fighting *for* liberation, social justice & equity)**



# WPC Community Agreement

THE WHITE PRIVILEGE CONFERENCE

The WPC aims to create a learning community in which participants engage in a challenging educational experience as respectful community members. Each participant is in a different place with regard to their journey in understanding whiteness, privilege, power and oppression. Thus, we ask that each participant share responsibility for holding ourselves accountable to this community agreement that will allow for a shared experience that fosters the opportunity for understanding, respecting and connecting.

***We ask that all WPC community members agree:***

**To Create a Challenging Experience:**

- We will strive to maintain a safe and inclusive environment, recognizing that safety takes different forms for different people. To this end, we agree to take care in our interactions with others and in representing our own needs.
- We agree to openly and honestly engage ourselves. We will take risks and ask questions, realizing there will be discomfort, but that through discomfort we learn and grow.
- We make a commitment to dialogue and accept non-closure. We are engaging in ongoing, life-long work.

**To Work Collaboratively:**

- We agree to actively listen to others, remain engaged, and consider views that are different from our own, even if it challenges us to do so. When we disagree, we will express our views respectfully, acknowledging that EVERYONE (participants *and* facilitators) is here to learn.
- We agree to focus on the issue under discussion and if we stray into extraneous subjects, we support the moderator to bring the discussion back into focus.
- We agree to be as considerate as possible to the experience of other WPC participants. May we suggest that participants turn off/mute cell phones and be aware that some are allergic to scented products, for instance.
- We agree to respect confidentiality. (Confidentiality can mean something different to different people. When in doubt, ask).
- We agree that if we experience a problem we will seek the advice/guidance of the conference staff and other resources including the listening station, and caucus and support groups.
- We agree to be respectful of the planning process, and if we have concerns about any workshop or event, to share them with Eddie and the programming team.

**To a Comprehensive Commitment:**

- We agree that equity pertains to all people with NO exceptions.
- We will respect the conference environment, including its grounds, buildings and property.
- We agree to respect each other's physical needs and strive to create an accessible conference space.
- We will strive for intersectionality, recognizing that systems of white supremacy, inequality and privilege, such as race, gender, sexual, religious, etc. are interacting and interconnected.
- We agree to take action in our own circle of power when we return to our workplace, community spaces and social networks. The conference is only one experience in our ongoing commitment to social change; we will strive to be accountable all year long.

**We have come together knowing that community and its members grow when all voices are heard, when civility and respect are at the heart of our discussions, and when everyone participates and are able to listen to other points of view. We know that the diversity and inclusiveness of this conference is one of its greatest strengths.**

**Thank you for choosing to be here.**



THE WHITE PRIVILEGE CONFERENCE

# WPC Presenter/Facilitator Guidelines

## Mission Statement

The WPC provides a **challenging, collaborative and comprehensive** experience. We strive to empower and equip individuals to work for equity and justice through self and social transformation.

## Core Values

- ≈ Collaboration
- ≈ Consciousness-building (of privilege & oppression)
- ≈ Comprehensive approach (in terms of content & process)
- ≈ Challenging & supportive environment
- ≈ Intersectional content
- ≈ Strategic & action-oriented
- ≈ Reciprocity between us & our participants
- ≈ Accountability & responsibility
- ≈ Relationship building
- ≈ Purpose-driven (we are fighting *for* liberation, social justice & equity)

Our mission declares our purpose, and our values assert how we will accomplish it. As a presenter, you play an important role in achieving our mission. While we recognize and appreciate that presenters come from a wide range of backgrounds and enact various styles, we would like you to consider our mission and values as you develop and implement your workshop. We respectfully ask that you agree to the following guidelines when presenting at the WPC.

## Background:

As our mission states, we seek to provide a comprehensive, collaborative, and challenging experience. For that to happen, we would like presenters to serve more as facilitators than trainers. Trainers usually deliver a set of information and skills to participants, who, in turn deliver what they've learned to their audiences. Trainers also are expected to be the primary authority and expert on their topic. In contrast, facilitators, while also skilled, do not serve as the only authority on the topic. Instead, facilitators guide a participant-focused process where **everyone** shares and gains insight, awareness, and knowledge. They also encourage participants to discuss and discover new and different perspectives. Facilitators view session attendees as pivotal to the learning process, with an active role in shaping the experience.<sup>1</sup>

Based on this perspective, we ask you to facilitate your session as much as possible.

In your role as Presenter/Facilitator, we ask that you agree to the following:

- Presenters will model the WPC Community Agreement.
- Presenters will seek to create an environment where:
  - participants experience both discomfort and safety. Spaces of examination, honest dialogue, and self-reflection are uncomfortable and they are also the spaces of learning.
  - confidentiality and privacy are honored.
  - active listening is modeled and encouraged.
  - participants are encouraged to take risks and ask questions.
  - participants are encouraged to speak personally and from their own experience.
- Presenters will guide participants when they stray from main issues of the session, while simultaneously recognizing the needs of the group.
- Presenters will remain open to critical feedback from participants and have the humility to recognize their own areas for growth.
- Presenters will work to increase their own skills and recognize that we are all learners.
- Presenters will be cognizant of making the session accessible in all aspects, from the comfort of the physical space to integrating learning models appropriate to the age level and needs of the participant group.

We are always open to your suggestions and feedback.  
Thank you for participating in this collaboration!

<sup>1</sup> Adapted from ADL's A CLASSROOM OF DIFFERENCE™ Facilitator's Manual, © 2008