



Anti-Racism Education Workshop 2018

Sundays | Oct. 7-Nov. 18 | 3:30-6:30 pm
Trinity United Methodist Church | 1123 Vilas Ave

This brings us to the workshop!

We believe that education can lead to transformation, and we invite you to join us on this ongoing path. Rooting ourselves in our visions for another world that is possible, we will dig deep, opening our hearts to explore how we are each connected to dynamics of white privilege and racial oppression, and therefore have the responsibility to work to transform them. Over seven workshop sessions we will examine how racism impacts our lives, institutions, and movements for social justice, and develop strategies for prioritizing racial justice both individually and collectively. *Our workshop focuses on the experiences of white European Americans, but is open to ALL.*

This workshop series seeks to complement, rather than compete with, the ongoing programs to address racism in our community, some of which include the Madison Institute for the Healing of Racism (understand the pathology of the disease of racism and provide a place where those who have experienced racism and those who have perpetuated it may come together to help heal the pain experienced by both), the YWCA Racial Justice Program (facilitates dismantling racism workshops using video media; community dialogues), Justified Anger Workshops (brings community members together to explore and understand African American history, which is necessary to dismantle racism).

Goals of Workshop

1. Work with other white European Americans to take responsibility for challenging institutional racism and white privilege

- Deepen understanding of institutionalized racism/privilege past and present, and learn how racism/privilege continues to divide our families and community, as well as defeat movements for social change
- Explore how white European Americans both benefit from and are damaged by white privilege
- Offer examples and opportunities for how participants can work towards racial equity within their circles of influence

2. Respect the leadership of people of color in our community

- Study past and present resistance to white supremacy led by people of color
- Expand understanding of how to work as allies to people of color and organizations working for racial justice

3. Work to end all oppression

- Recognize the intersections of oppressions (ableism, ageism, classism, gender binary system, heterosexism, anti-Jewish oppression, and sexism) in the context of our work to address racism
- Create an inclusive space within the workshop that we can model in our everyday actions

- Center art and creativity in our curriculum to promote our own humanity and support artists of color and the ways in which they use arts for healing

4. Practice respectful and accountable behavior in all our anti-racist work, especially in our families and circles of influence

- Build antiracist leadership to continue education and taking action in our communities, organizations, and institutions every day to challenge racism and transform our movements for social change
- Connect with other workshop participants around areas of interest (health care, food justice, education, LGBT organizing, faith communities, etc) to strategize ways to challenge racism build awareness in these areas
- Move from a place of love and respect for ourselves and others

Methodology

Participative! Interactive! Bone-Chilling! Dynamic! Our methodology seeks to engage hearts, hands and voices in a creative, soul rooted process. Many times those of us who are white want to tackle racism only in our heads. Our approach is to equally connect to our emotions, bodies and spirits. We incorporate media, writing, art, storytelling, theater of the oppressed, small and large group reflection, guest speakers and weekly readings. Exercises will be shaped to connect our personal experiences to the political. Feedback from participants shapes the structure and content of the workshop sessions on an ongoing basis.

Accessibility

We will strive to provide childcare for participants who request it ahead of time. The space we use is wheelchair accessible and close to a bus line. If you have other needs or accommodations, please let us know.

Thank you for your interest in participating in the Groundwork's seven week anti-racism workshop! We are building upon the long history of activists working to end racism in our community. We see this as a pivotal moment in our communities' responses to injustice and violence to work together in combating racism. We recognize the privilege to stand and live on this land, which was stolen from First Nations peoples, and give thanks to the countless people of color and antiracist white people whose shoulders we stand upon today, who have given their lives to the struggle for racial justice, dignity and humanity. Many thanks to the Challenging White Supremacy Workshops, the Catalyst Project, the People's Institute, and the many individuals and groups in our great community who support and see value in this work including Freedom Inc., Wisconsin Indian Education Association, Voces de la Frontera, Young Gifted and Black Coalition, Justified Anger, and Operation Welcome Home.

Background:

Let's start with a little history of who we are, and why we are here...

Groundwork is a white antiracist collective working to recognize and break down white privilege and achieve racial justice in our communities. We are committed to doing work against racism in our daily lives from the heart, with dignity, integrity and radical honesty. Groundwork formed after an anti-racism workshop in the fall of 2004 and we have consistently had 8-15 members.

Groundwork was intentionally formed by white activists to take responsibility for working with “our people”—other white folks—in order to challenge racism and white privilege. Building on the long history of racial justice work past and present, and working with leaders of color in our community, we seek to strategically organize white people to understand the impact white supremacy has on our lives, communities, and movements for social justice, while strengthening our courage to work for racial justice in all that we do. We are an open group and welcome people with a commitment to deepening their understanding and taking action to end racism.

Groundwork’s Goals:

(1) **Provide Internal Support and Education:** Support one another through self education, reflection, and sharing our experiences of working against racism in our daily lives. Build our confidence, leadership, and analysis through this ongoing process.

(2) **Organize for Racial Justice:** Create and sustain accountable relationships with groups that prioritize racial justice and are led by people of color. Some organizations we have supported include Justified Anger, Freedom Inc., Young Gifted and Black Coalition, Wisconsin Indian Education Association, Voces de la Frontera and Operation Welcome Home.

3) **Provide Opportunities for Community Education:** Work with other white people to dismantle white supremacy and all systems of oppression within our circles of influence, particularly within movements for social justice. Over the past 14 years we have led many community workshops, as well as varying workshop sessions with many organizations, some of which include UW Department of Family Medicine & Community Health, Short Stack Eatery, UW Mindfulness Center, Justified Anger, the Wisconsin Network for Peace and Justice, Madison Community Cooperative, UW-Madison students, Willy St. Coop, as well as local Elementary, Middle and High schools.

Fees

We offer a sliding scale for our workshop fee because it is important to us that the workshop be accessible to all, regardless of ability to pay. Our recommended scale is \$150 - \$250 for individuals, \$250- \$500 for those sponsored by an organization/workplace. This is a big range!! Please be thoughtful about what you can afford. We suggest starting in the middle of the range. We ask people who feel like they can give more, to please give generously. If you need assistance to attend the workshop, please contact us to discuss scholarship options or payment plans. We are willing to work with you to come up with a plan that works for you and no one will be turned away for lack of funds.

Workshop fees can be paid at the first session of the workshop or before the workshop starts. What does the workshop fee go toward? Groundwork members give of our time freely to organize, promote, and facilitate the workshop. Beyond paying for workshop costs (childcare, copies/office supplies, honorariums for guest speakers, etc), the remainder and majority of the funds that Groundwork raises through the workshop are used to support racial justice initiatives. We help “redistribute the wealth” to support grassroots organizing by people of color working for

racial justice throughout the year, as well as organizing and education of white people to be allies in racial justice work. So the workshop fees allow you to participate in the workshop, but they also contribute to important racial justice education and activism in our communities.

Please write checks to Groundwork Madison and send them to the following address:
Groundwork Madison, C/o Jonathan Garber, P.O. Box 3282, Madison, WI 53704.

We are working on setting up an online payment portal at groundworkmadison.org as well. If you would prefer to pay with a debit, credit card or cash, please contact us.

Evaluation

Evaluations will take place throughout the workshop, and facilitators will use suggestions to improve on following sessions. During the last session there will be a final evaluation of the workshop series as a whole.

Next steps

Next steps will happen in big and small ways each week, with the goal of continuing self-education and taking individual and collective action for racial justice in our community. We will offer space to meet in caucus groups during the workshop to organize around areas of interest. After the workshop, interested participants can find out more about joining Groundwork. Groundwork will strive to continue to support individuals applying what they learned in the workshop to their daily lives and ongoing community work.

Workshop Logistics

The workshop will be held Sundays, 3:30pm-6:30pm, October 7 - November 18. We strongly encourage you to be at all sessions and ask that you let us know in advance of any sessions you will miss. The workshop will be held at Trinity United Methodist Church at 1123 Vilas Ave.

We will follow up with a personal phone call and an email with further logistics once we get closer to the workshop, as well as some readings to look over before we get started. We hope you are as excited about the workshop as we are. We look forward to spending these 7 weeks together!

Contact Us

More information is available at groundworkmadison.com.

Questions? Please contact groundworkmadison@gmail.com.

You are also welcome to mail a completed application form to:

Groundwork Madison
C/o Jonathan Garber
P.O. Box 3282
Madison, WI 53704.

7-week Workshop Session Outline

Each session will be 3 hours.

10/7 WEEK 1: LAYING THE GROUNDWORK

We will begin to lay the groundwork for our journey, taking some time in small groups to get to know one another, creating spaces where we can take risks, be challenged and speak and listen from the heart. We will review shared ground rules, definitions and terminology we will use throughout the workshop. We will draw on our collective knowledge and understanding as a resource, to begin to root ourselves in history and better understand the current context of racial justice organizing.

10/14 WEEK 2: HISTORY OF WHITE SUPREMACY: OPPRESSION & RESISTANCE

This session will focus on some themes of racism throughout the history of the United States, some of which include genocide, land, slavery/prisons and policing, immigration and capitalism/profit. We will look at who has benefitted and how, who has resisted and how. Looking at this history through a racial justice lens, participants will be asked to reflect on where their own ancestors fit into our historical timeline. We will connect the threads of our nation's history to how white supremacy continues to thrive and play out today, how we are both a part of the history that is behind us and a part of history moving forward.

10/21 WEEK 3: WHITE PRIVILEGE, WHITE FRAGILITY, MICROAGGRESSIONS, AND INTERSECTIONS OF OPPRESSION

Despite our best intentions, if those of us who are white do not actively challenge white privilege, we will inevitably perpetuate it in our daily lives and our work for social change. How do we recognize white privilege and white fragility in ourselves and understand when it's playing out right in front of us? We will also go more in depth, looking at how racism/white privilege is tightly interwoven in the fabric of the US with heteropatriarchy, capitalism, imperialism, ableism and classism. Deepening our understanding of the intersections of these systems, exploring how they undermine our best intentions and movements for social justice, and examining the resilience of ongoing resistance work, will help us work more effectively towards collective liberation.

10/28 WEEK 4: LEADERSHIP DEVELOPMENT AND STORIES OF RESISTANCE

This week will feature an intergenerational panel of people of color who are working for social, economic, and racial justice in Wisconsin. They will share their stories, wisdom and experiences. Participants will have an opportunity to listen and learn, ask questions, reflect on the stories of resistance shared, and explore how to work as allies to people of color in our communities.

11/04 WEEK 5: DIVING INTO CLASS, REDISTRIBUTION OF WEALTH

When it comes to the intersection of wealth and race, there are centuries of connections between who has profited and been able to accumulate wealth, and who has had to bear the

burden of wealth accumulation. Taking land and enslaving bodies began stark wealth differences in this country and the world, and there have been many active voices of color calling for redistribution of wealth through reparations and other means. This week we will explore the inextricable link between wealth and race, and steps we can all take to redistribute wealth.

11/11 WEEK 6: IT TAKES COURAGE: TAKING ACTION (INSPIRED BY JERRY SMITH)

Jerry Smith is an African American man who lived in Wisconsin for many years, working for the correctional system. He served on several boards in Madison, racial justice initiatives, and other efforts to make our city a better place. He and his wife eventually moved to California to have an opportunity for better health, and live in a less racist city. One thing he said to Groundwork members at a dinner was 'It takes courage'. This session was inspired by Jerry and continues to be inspired by the countless people of color and white people who have invested so much into our city and state to advance racial justice efforts.

This session will offer opportunities to reflect on our lived experiences and use role plays to practice respectfully addressing and intervening in racism and white privilege in our daily lives. We'll also break down tools for prioritizing racial justice and building accountability with people of color.

11/18 WEEK 7: ORGANIZING AND LEADERSHIP DEVELOPMENT

What makes for powerful collective organizing? How can we work towards collective liberation? We will discuss "where do we go from here," and make personal commitments to action within our circles of influence (self, families, workplace, organizations/movements for social change).

(optional; date TBA Nov./Dec.) WEEK 8: BYSTANDER INTERVENTION TRAINING

Learn to intervene in public acts of racist, sexist, anti-Muslim, anti-Semitic, anti-Trans and other forms of interpersonal violence and harassment while considering the safety of all parties. After grounding ourselves in the goals of the training and the overarching strategies of bystander intervention developed by groups of color, the remainder of the training will be devoted to roleplaying a number of different scenarios. The embodiment of this vocal and physical practice of various strategies will develop your skills to interrupt acts of hate when you see it in your neighborhood, place of work, sporting events, your school or elsewhere in public.