

Anti-racist Leadership in Practice Workshop Overview

Date: September 25th, October 2nd, October 9th

Time: 9:00am-12:00pm

Where: Zoom

Please join us for this 3-part series designed for community leaders who are serious about taking the first steps toward becoming anti-racist allies. No matter where you are on your journey, this series will challenge you to stretch beyond the boundaries of your comfort zone and into bold action! If you're interested in courageous self-exploration, critical examination of the systems that uphold racism and gearing up for bold leadership, this is the training for you.

Pre-work & Other Requirements for Attending this Series

1. Take the Implicit Association Tests on Race and Skin Tone prior to attending the first session. Even if you've done the IAT before, we ask you to retake these two tests specifically as a way to re-engage your conscious awareness around the implicit or unconscious associations you make related to race and skin color.

<https://implicit.harvard.edu/implicit/takeatest.html>

2. Watch Robin DiAngelo's talk on her book White Fragility: Why It's So Hard for White People to Talk About Racism

<https://www.youtube.com/watch?v=45ey4jgoxeU>

Participation in this series will also require individual and small group work in between sessions. We anticipate a total of 1-1.5 hours between each session

Session 1 - Foundations & Inventory

In this introductory session, we begin by acknowledging some hard truths about our collective history and present-day reality. We explore key terms and concepts related to race, racism, structural inequalities, culture, counter-culture, and white supremacy. We explore both the social reality and philosophical/spiritual illusion of race. And examine Whiteness as an identity rooted in power, privilege, prejudice and discrimination. We engage in personal and small group processes that require us to take personal, familial and community inventories of our implicit and explicit patterns and practices of racist ideology.

Deep contemplation and honesty are the first steps in our work towards bringing about a different world.

*Please note that we will be offering two concurrent sessions, one occurring biweekly (Option A) and the other happening on a weekly basis (Option B).

Session 2 - How We Got Here

Small groups will explore timelines and construct narratives related to race and racism experienced by minoritized/racialized groups in the US. We will look at how government sanctioned policies and practices have impacted collective ideologies and inequitable outcomes

throughout society and in our own communities. We will unpack some of the racialized narratives that live in our communities and hide within our friendships, professional relationships, and family structures. We will come to terms with the pervasive characteristics of white supremacy culture in shaping our institutions. We will close with a journey through the radical imagination, and the cultural realities we wish to create for the next seven generations.

Session 3 - Where We Go From Here

We revisit our personal and community inventories of racist ideologies, structures, and policies, and then return to our visions for a radically different world. What are the specific action steps necessary to create an anti-racist world, rather than pretend that we can magically land in a post-racial society? Each participant will leave this workshop with a unique personal action plan, as well a cultural plan for their communities. Facilitators will close this series with suggested practices for personal accountability, and resources for further research and development.

Facilitator Biographies

Jamie Morgan holds a Master's degree in Nonprofit Management from Regis University and is the Principal of Morgan & Rushton Consulting—a firm specializing in training, consulting and group process facilitation.

With more than 15 years of experience in the field of diversity, inclusiveness and equity, Jamie approaches her work of helping individuals, groups and organizations become more effective by becoming more inclusive of diverse perspectives and experiences. Jamie's style is interactive, using storytelling and experiential activities as a vehicle to help people move through what can become charged conversations with authenticity and compassion. She prides herself on being able to help everyone in the room connect with his or her own deeper truth and relate it to the collective transformational experience.



Adrian H Molina is a master of ceremonies, artist, poet, adjunct college professor, facilitator, and cultural worker. He has 18 years of experience as a community educator, and has been teaching at the university level for 12 years at the intersections of media, culture, music and technology. Molina has 10 years of experience in the non-profit sector in the areas of community development, capacity building, health equity, youth support and development, and youth access to arts education. While living in Denver, CO for the past 12 years, he has continued his work in rural areas in Wyoming, Colorado, and New Mexico. As an artist, Adrian has recently been honored for his creative and community work by the

City of Denver, Colorado Creative Industries, the Arts in Society fund, Su Teatro Cultural and Performing Arts Center, and Westword Magazine.

Adrian is an honoree of the Lalo Delgado Poetry Festival, and has served as a Live Poetic Scribe for dozens of events across the Metro Denver Area. He has visited many rural Colorado towns as a touring poet, including poetry and cultural festivals in San Luis, Alamosa, Trinidad, Crestone and Four Corners region. Adrian has been invited to speak and read poetry at dozens of colleges and universities across the U.S., including Columbia University, University of California at Davis, University of California at San Diego, University of New Mexico, University of Wyoming, and Colorado University at Boulder. Adrian is a TedX Fellow and has been an Artist-In-Residence with the National Hispanic Heritage Center, Lighthouse Writers, Think 360 Arts, Warm Cookies of the Revolution, and La Napoule Arts Foundation. He has collaborated with Cafe Cultura, Cafe Nuba, Slam Nuba, Denver Art Museum, MCA Denver, Museo de las Americas, Denver Public Library, Denver Spirituals Project, and other cultural centers that focus on youth engagement, creative education and community development.

Registration: The application to register for the community series can be found [here](#)

Contact Megan Strauss at megan@alpineachievers.org for more information