



**WHITE PRIVILEGE SYMPOSIUM
NEW ENGLAND OCTOBER 4-5, 2019**

Friday, October 4

Registration | 4:30 - 6:00 PM

Washburn Hall, across from cafeteria

Dinner | 5:00 - 6:00 PM

Washburn Lounge

Opening Ceremony | 6:00 - 7:00 PM

First Church Sanctuary, 11 Garden Street

Keynote: Robin DiAngelo | 7:00 - 8:15 PM

First Church Sanctuary, 11 Garden Street

Edu-Tainment | 8:15 - 9:00 PM

First Church Sanctuary, 11 Garden Street

Saturday, October 5

Registration | 7:15 - 8:15 AM

Washburn Hall, across from the cafeteria
(breakfast available in Washburn Lounge)

Opening Remarks | 8:15 - 8:30 AM

First Church Sanctuary, 11 Garden Street

Keynote: Darnisa Amante | 8:30 - 9:45 AM

First Church Sanctuary, 11 Garden Street

Final Keynote: Yusef Salaam | 4:15 - 5:30 PM

First Church Sanctuary, 11 Garden Street

Closing Ceremony | 5:30 - 6:00 PM

First Church Sanctuary, 11 Garden Street

Saturday, October 5

Concurrent Workshops | 10:00 - 11:30 AM

- Be Bold: Put your money where your anti-racist voice is.....Sherrill 154
- Confronting and Acknowledging Historical Harm.....Sherrill 150
- Decolonizing the Colonizers, Settlers, and Stayers.....Tyler Room
- Leaning into the SHAME Spiral: How to Respond Effectively During a Call-In Moment.....Sherrill 151
- Multicultural Representation in Literature: The Unseen and Untold story of Mixed-Race Children in Early Childhood-12th grade.....Sherrill 250
- The Inevitable Oops: How White People Can Challenge Internalized Whiteness by Persevering Through Their Mistakes..... Harter Room, First Church
- White Women Teaching Black Boys.....Washburn Lounge
- Keynote Darnisa Amante.....Sherrill 350
- Youth Action Project.....Washburn Auditorium

Concurrent Workshops | 11:45 AM - 1:15 PM

- Book Talks: Bold Reads to challenge.....Sherrill 154
- Challenging Internalized Whiteness by Healing White Jewish Bodies.....Sherrill 150
- Impact of Visual Disability on Student Leadership: Leadership, Politics.....Tyler Room
- Interracial Parenting in the Suburbs.....Sherrill 250
- Multicultural and Anti-Racist Educators Challenging White Supremacy:.....Sherrill 151
- Teaching While White.....Harter Room, First Church
- White Supremacy/White Privilege 101.....Washburn Lounge
- Youth Action Project.....Washburn Auditorium

Lunch / Marketplace | 1:15 - 2:15 PM

Washburn Auditorium

Concurrent Workshops | 2:30 - 4:00 PM

- A Choice to Be White and Forced to Be Black: How Millennials Internalize to Minimize Perspectives on Race Relations.....Harter Room, First Church
- Completely Unpacking the Invisible Knapsack: The Liabilities of White Privilege How White Privilege Hurts White People.....Washburn 003
- From Progressive to Equitable.....Sherrill 150
- If You See Something, Say Something.....Sherrill 250
- Interrupting White Supremacy at School - What do I say?.....Washburn 103
- Journey to Empowered Identities: Deconstructing Internalized Whiteness through the lens of a Corean Adopted American.....Sherrill 151
- Leveling the Playing Field: Interrupting Patterns of Power and Privilege.....Sherrill 350
- Opting In: Organizing for Institutional Change from the Inside Out.....Washburn Lounge
- *Coffee with Keynotes* Yusef Salaam, Darnisa Amante and TPI Founder, Dr. Eddie Moore, Jr.....Tyler Room
- Youth Action Project.....Washburn Auditorium

**Young Adult Programming (YAP) will run concurrent with the workshops sessions.*



WPS New England 2019 Keynote Speakers



Robin DiAngelo

Robin received her PhD in Multicultural Education from the University of Washington and has been a consultant and trainer for more than 20 years. She is a two-time winner of the Student's Choice Award for Educator of the Year at the University of Washington's School of Social Work. Robin has numerous publications and books, including *Is Everybody Really Equal?: An Introduction to Key Concepts in Critical Social Justice Education*, co-written with Özlem Sensoy, and which received both the *American Educational Studies Association Critics Choice Book Award (2012)* and the *Society of Professors of Education Book Award (2018)*. Robin coined the term *White Fragility* in an academic

article that influenced the national dialogue on race. Her book, *White Fragility: Why It's So Hard For White People To Talk About Racism (2018)* debuted on the New York Times Bestseller List.



Darnisa Amante

Dr. Darnisa Amante is an educational and racial equity strategist who is deeply committed to the study of culture; innovation, and adult development. Since earning her master's degree in Anthropology from Brandeis University, and her Educational Leadership Doctorate from Harvard, Dr. Amante has honed her knowledge of culture and adult development to transform organizational and school cultures on issues of equity; change management and re-design. Dr. Amante serves as the CEO of The Disruptive Equity Education Project (DEEP) and as system level leadership lecturer at Harvard's Graduate School of Education.



Yusef Salaam

In 1989, a young woman was brutally raped and left for dead in New York City's Central Park. Five teens from Harlem—four black and one Latino—were tried and convicted of the crime in one of the most frenzied cases in the city's history. The woman was dubbed the "Central Park jogger," and the accused teens became known collectively as the "Central Park Five." One of those boys, Yusef Salaam, was just 15 years-old when his life was upended and changed forever.

In 2002, after years of their lives behind bars, the sentences of the boys—now men—were overturned. A convicted murderer and rapist serving a life sentence confessed. The unidentified DNA (unlinked to any of the five) had finally met its owner, and the Central Park Five were fully exonerated. They recently released a Netflix limited series with Ava DuVernay and Tribeca Productions. Yusef is determined to educate the public and eagerly shares his story with others.

Of his many notable speaking engagements, Yusef Salaam has been honored or spoken at Amherst College; The Andrew Goodman Foundation; The Black Star Project; Brooklyn Technical High School; Cardozo School of Law; The City College of New York; Columbia Law School; University of Haifa- school of Criminology, Israel (Skype); Harvard University; Howard University School of Law; Justice League NYC; Lehman College; Pace University; Pennsylvania State University; NAACP; National Action Network; National Conference for Race & Ethnicity in American Higher Education; The New School; New York University; Smith College; TEDxSingSing; Beasley School of Law, Temple University Japan (Skype); United Nations; University of the Virgin Islands; The University of Chicago, and many others.

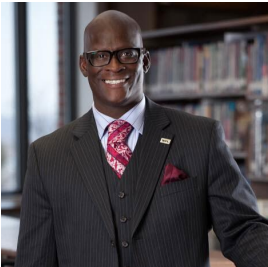
His most recent awards have included a Lifetime Achievement Award from President Barack Obama (2016), an honorary Doctorate of Humanities from Anointed by God Ministries Alliance & Seminary (2014), and a long list of Proclamations - most notably from New York State Senate (2018), and New York City Council (2013).

WPS New England 2019 Opening & Closing ceremonies



Claudia Foxtree

Professional educator, Claudia Fox Tree, M.Ed. (Arawak/Yurumein), leads conversations on transforming curriculum and culturally responsive teaching, in general, as well as specifically "un-erasing" Native American (FNP) ingenuity by giving voice to First Nation experiences (past and present). Her presentations feature discussions which can focus on identity, culture, contributions, stereotypes, and historical inaccuracies.



Eddie Moore, Jr.

Dr. Moore is recognized as one of the nation's top motivational speakers and educators, especially for his work with students K-16. His interview with Wisconsin Public Radio won the 2015 Wisconsin Broadcasters Association's Best Interview in Medium Market Radio, 1st Place [<http://www.wpr.org/shows/newsmakers-december-4-2014>], and he is featured in the film "I'm not Racist...Am I?"

Dr. Eddie Moore, Jr., currently serves as Director of The Privilege Institute (TPI) and The National White Privilege Conference (WPC), both founded under his direction to provide opportunities and possibilities for research, publications, speaking and collaborations by those committed to true social and institutional change. He received his Ph.D. in Educational Policy and Leadership Studies at the University of Iowa and under his direction and inclusive relationship model the White Privilege Conference has become one of the top national and international conferences for participants who want to move beyond dialogue and into action around issues of diversity, power, privilege, and leadership.

In 2014, Dr. Moore founded The Privilege Institute, which engages people in research, education, action and leadership through workshops, conferences, publications and collaborative partnerships and relationships. The non-profit umbrella organization now includes not only the White Privilege Conference but also a fully on-line peer reviewed journal, "Understanding and Dismantling Privilege," of which Dr. Moore is a founding editor, a Speakers Bureau for speaker connections, research opportunities for social justice and collaboration opportunities through outreach and service-learning. The Black Male Think Tank (BMTT) meets yearly at The White Privilege Conference and is committed to being a visible and community-based asset to the lives of young black males and providing them with the Action, Serving, Healing, Innovating, Educating, Loving and Developing which "affirms their existence, cultivates their excellence, supports their development, raises their consciousness and protects them from white supremacy and other forms of oppression."*

**BMTT Mission Statement*

Friday, October 4

WPS New England 2019

Edu-tainment

Spoken word performances feature the artists noted below. Performances will address elements connected, but not limited to: identity; bravery and challenging systems of oppression; police brutality, racism and rising fascism; immigrants and refugees.

TiElla Grimes is a Transformational Coach, Spoken Word Artist and an MC. She has been writing poetry since the age of 8 and has been gracing the stage since 16 years old, where she hosted her first youth media conference, Changing Channels. She uses her gift of spoken word to deliver inspirational messages and to educate multi-generational audiences about race, identity and culture.

Regie Gibson is a literary performer and educator who has lectured and performed in the U.S., Cuba, and Europe. Representing the U.S., Regie competed for and received the *Absolute Poetry Award* in Monfalcone, Italy and the *Europa en Versi Award* for performance poetry in LaGuardia di Como, Italy.

Regie and his work appear in "love jones", a feature-film based on events in his life. He is a former National Poetry Slam Champion, has appeared on HBO's Def Poetry Jam, On Point, Radio Boston, and other NPR programs. Regie has performed at several TED X events and has been nominated for a Boston Emmy. He's received the Walker Scholarship for Poetry from the Provincetown Fine Arts Work Center, a Mass Cultural Council Award, the Lexington Education Foundation Grant for poetry, a YMCA Writer's Fellowship, and the Brother Thomas Fellowship from The Boston Foundation. He has served as a consultant for both the National Endowment for the Arts "How Art Works" initiative and the "Mere Distinction of Color": an exhibit at James Madison's Montpelier home examining the legacy of slavery and the U.S. constitution. Regie has performed with and composed texts for The Boston City Singers, The Mystic Chorale, and the Handel+Haydn Society. He's been published in *Poetry Magazine*, Harvard's *Divinity Magazine*, and *The Iowa Review*, among others. His volume of poems, "Storms Beneath the Skin" received the Golden Pen Award.



WPS New England 2019

Concurrent Workshop Descriptions

10:00 - 11:30 AM

- **Be bold: Put your money where your anti-racist voice is**
Sherrill 154
Facilitator: Sarah DeLuca

The racial wealth divide is growing. As people with wealth and class privilege how are we shifting power to uplift marginalized communities, and bridge this chasm? Together, we'll dig into the racist and exploitative practices that helped grow most of the wealth in this country, and how the inheritors of this wealth can work to heal, repair, and rebuild community. We can shift power through our spending habits, our charitable giving, and our investments. Learn about who is leading this work, and what steps you can take to move your money to align with your anti-racist principles.

- **Confronting and Acknowledging Historical Harm**
Sherrill 150
Facilitator: Dr. Meenakshi Chhabra; Co-facilitator: Maritsa Barros

This session will include screening of the film "Traces of the trade," followed by a facilitated discussion on strategies of responding to historical harm on an individual, institutional and societal level. The film was Emmy-nominated for research. It uncovers and communicates an untold side of the history of American life. "Traces" is a transparent and vulnerable view into the story of the DeWolfe family as they research, explore, and confront the unsettling truth of their ancestors being the foremost slave traders in U.S. history. The film opens an opportunity for conversations on racial justice, on the need for acknowledgement, connection, and action.

- **Decolonizing the Colonizers, Settlers, and Stayers**
Tyler Room
Facilitator: Claudia Fox Tree

I don't want to go back in history, ever - owning human beings? Not being able to vote? Legally sanctioned cultural genocide of indigenous people? Oh wait, that's still happening! We are far from respecting all cultures, religions, genders, and abilities. So, how do we move forward? Using the story of First Nations (Native Americans), as an example, we can begin to understand that cultural appropriation, "mythistory," and lack of knowledge of indigenous culture and contributions is white privilege. We need to dig deep into the story of the formation of the United States and its continued oppression of First Nations to present day. Boldly moving into the future and educating the next generation requires us to learn what's happened and is happening, change our language and attitudes, speak up, and bring other people along.

- **Leaning into the SHAME Spiral:
How to Respond Effectively During a Call-In Moment**
Sherrill 151
Facilitator: Kate Slater

This conference workshop discusses ways to deepen our mission to racial justice by moving away from performative allyship, or the practice of being a “good White person”, towards deep and thoughtful allyship. A critical component of this shift is the understanding that White allyship is always moving and evolving, and there is always room for social justice allies to grow. When White people are confronted with corrective feedback or critique about their White privilege, default responses can range from denial to shame to outright hostility. These ‘calling-in’ moments, where White people are invited to reflect on their intent versus impact in the spirit of growth, can often result in such negative feelings on behalf of the White perpetrator that they lean away from engaging in allyship work simply to avoid the risk of experiencing these feelings again. This conference workshop will discuss proactive and positive ways for White people to respond when they are confronted by a ‘calling-in’ moment.

- **Multicultural Representation in Literature: The Unseen and Untold story of Mixed-Race Children in Early Childhood-12th grade**
Sherrill 250
Facilitator: Dennis R. Hill II; Co-facilitator: Kayla Page

When one hears the word “race,” what is the first thought that comes to mind? Do you define it as skin color, lived experience, culture, or a combination of these things? Does it bring about feelings of clarity and pride or confusion and uncertainty? For mixed raced children the term can generate a barrage of complex emotions. In this session we will explore the difficulties that children from mixed race families may experience as they struggle to find themselves depicted in literature and ways that we can cultivate literary experiences that affirm and celebrate their stories. As parents of mixed-race children, we want to discuss the impact and importance of early exposure to inclusive literature, provide a brief overview of how and when children evaluate racial differences, and offer skills in evaluating literature through an inclusive lens.

- **The Inevitable Oops: How White People Can Challenge Internalized Whiteness by Persevering Through Their Mistakes**
Harter Room, First Church
Facilitator: Sarah Hershey

Perfectionism is one of whiteness’s many cultural characteristics. It manifests itself in insidious ways, particularly when well-meaning white folks are called on their racist mistakes. Regardless of whether white people are new to anti-racism work or have been engaged in the work for many years, we make mistakes, which, at times, cause pain. The resulting guilt, shame, self-deprecation, denial, defensiveness, and/or fear of making more mistakes function to 1) keep white people stuck in inaction and 2) reinforce systems of white supremacy. Through interactive dialogue and storytelling, this workshop will offer white people tangible strategies for cultivating self-compassion, resilience, honesty, and the ability to be in discomfort in order to heal from internalized whiteness and keep their skin in the game.

- **White Women Teaching Black Boys**
Washburn Lounge
Facilitator: Eddie Moore Jr.

This workshop introduces *The Guide for White Women Who Teach Black Boys*, created to support white women to engage in concentrated, focused inquiry around their relationships with black male students and the impact of race, racism, privilege, white fragility & Moore on their relationships.

11:45 AM - 1:15 PM

- **Book Talks: Bold Reads to challenge**
Sherrill 154
Facilitator: Patricia Crain de Galarce

Have you read *Blind Spot*, *White Fragility*, or *We Want to Do More Than Survive: Abolitionist Teaching and the Pursuit of Educational Freedom*? This workshop is designed for you- if you are curious about these bold reads, would like to discuss how these texts challenged you, or have other bold reads you would like to share.

- **Challenging Internalized Whiteness by Healing White Jewish Bodies**
Sherrill 150
Facilitator: Sarah Hershey

Much has been written about the Nazi Holocaust and its resulting trans-generationally inherited trauma. However, the United States' particular brand of whiteness/white supremacy is complicit in that trauma. Hitler's conceptualization of a "master race" was born out American white supremacy, the Nuremberg Laws mimicked Jim Crow, and Nazi eugenics were an extension of American eugenics. Yet like other European immigrant groups, Ashkenazi Jewish Americans eventually became white and internalized white supremacy. For white Jews in the U.S., the intersection of Jewishness and whiteness is incredibly complicated. How can white Jews heal along this intersection? What does it mean to have coursing through our veins the same whiteness/white supremacy that is complicit in our ancestors' genocide? This workshop will provide a space for white Jews to practice feeling this complexity in their bodies in order to ultimately heal from it. Without such somatic healing, we cannot fully challenge internalized whiteness. **** No tourists please: if "white" AND "Jewish" are not among the multiple identities you claim (through birth or adoption), please find a different workshop to attend. ****

- **Impact of Visual Disability on Student Leadership: Leadership, Politics**
Tyler Room
Facilitator: Bancroft C. Daley, A.S.

Intersectionality in a world of divided cultures has shown, taught and proven a lot. The facts remain that the white, wealthy and upright male is still the flavor of leadership and politics. The color of your skin equivocates a false retrodict of your ability to perform. Your socioeconomic class provides a far better advantage to achieve and strength is viewed standing on two feet. We haven't had the opportunity to see a wheel-chair bound American propel to the top of leadership or politics on the big screen. This workshop analyzes our current political climate on physical ability, the social construct of leadership appearance (race, ability, standards etc.) and the presenter's experience pre/post leadership role.

- **Interracial Parenting in the Suburbs**

Sherrill 250

Facilitator: Katie O'Hare Gibson; Co-facilitator: Regie O'Hare Gibson

This workshop is designed to explore stories that children of color experience growing up in the suburbs. We will discuss what adults can do, both to support children in navigating these incidents, and in disrupting the systems that maintain White Supremacy culture. This is designed to be an active workshop - bring your stories, thoughts, questions and ideas.

- **Multicultural and Anti-Racist Educators Challenging White Supremacy**

Sherrill 151

Facilitator: John D. Palmer

Throughout the years multicultural and anti-racist education has encountered its fair share of critics and resisters. Moreover, even though the main goal of multicultural and anti-racist education is based upon the belief of total school reform that creates greater equity, justice, and opportunity for all students; anti-racist educational policies have remained on the periphery of the school curriculum and pedagogy. Thus, through a critical look at our schools we are able to illustrate how white supremacy, white privilege, and other forms of oppression are evident on a daily basis. In this presentation, Palmer first addresses where these forms of resistance originated from and how he, as a professor in the field of social and cultural foundations of education, has managed to teach an anti-racist curriculum at a predominantly white and economically elite and privileged university in the United States. He then provides suggestions for educators to consider when developing new policies that aim for the promise of a future educational system that encompasses global peace, harmony, and empowerment of its students. The journey to inspire the next generation of anti-racist activists is at the heart of the workshop.

- **Teaching While White**

Harter Room, First Church

Facilitator: Jenna Chandler-Ward

Over 80% of educators are white- yet when we talk about race in education, rarely does the discussion include how whiteness impacts the how and what of what we teach, as well as how whiteness influences expectations, school culture and "norms". This workshop will delve into the intersection of racial Identity development for educators and intentionally equitable practices. Designed for white teachers, this workshop will explore what it means to be white and why exposing this is essential in order to critically analyze curriculum, teaching methods, policies, and procedures. This workshop will connect theory to practice and offer tools for both personal exploration as well as resources in creating a more equitable classroom and campus.

- **White Supremacy/White Privilege 101**

Washburn Lounge

Facilitator: Eddie Moore Jr.

The impact of power, white privilege, white supremacy, and systemic oppression on critical institutions needs to be honestly and openly explored in a safe, mediated environment. Participants will leave with the skills and knowledge necessary to begin addressing issues of white privilege/oppression individually and institutionally. Learn to engage in critical conversational tactics to deepen understanding and community engagement, especially when viewpoints differ and tensions run high. The session culminates in goal setting to give participants an opportunity to move forward with what they have learned.

2:30 - 4:00 PM

- **A Choice to Be White and Forced to Be Black:
How Millennials Internalize to Minimize Perspectives on Race Relations
Harter Room, First Church
Facilitator: Rev. Gregory B. Drumwright**

This workshop endeavors to unpack the apathy and ambiguity that many millennials harbor around the conversations taking place regarding racism, white privilege, unconscious bias, and systemic oppression. Many of them understand the effects but don't agree with the causes of inequity and find it hard to articulate their perspectives. A large body of black millennials aren't aware of the systemic effects of American slavery and therefore don't identify and agree with primary aspects of the Social Justice movement, happening in their communities. They are showing up to protests to fight with deeply internal aggression but are absent, or uninvited, from town hall dialogues and academic forums, around the systemic causes, wherein they could use their voices to advocate. On the other hand, their white counterparts don't understand and are off-put, and in many cases, afraid to speak out about the White Privilege work that is emanating from within white communities. In that mashup, primary voices from these vulnerable populations, who stand to be impacted the most by racial equity work, are often muted. We will do group sessions to uncover what the audience thinks it means for white people to "Choose to be White" and what they think it means for black to be "Forced to be Black".

- **Completely Unpacking the Invisible Knapsack:
The Liabilities of White Privilege How White Privilege Hurts White People
Washburn 003
Facilitator: Michelle Chalmers**

This workshop will offer an opportunity to dig deeper into our own invisible knapsack of white privilege. Participants will be asked to reflect and examine white privilege as a personal liability that affects understanding our own humanity and our human connections. Get ready to dive deeper into the concept of white privilege, past the unearned advantages and examine the harm privilege does to the people who have it. The goal is to enable white people to see it is something we need to work against to restore our humanity and every else's too. If we are to truly fight for freedom, equity and justice for all, we must first find it in ourselves.

- **From Progressive to Equitable
Sherrill 150
Facilitator: Dr. S. Atyia Martin**

People in the Progressive Northeast have long extolled their many contributions to racial equity and social justice. This narrative has led many White people and even some People of Color to believe that they do not have any individual responsibility to confront racism or advance racial equity. This phenomenon is particularly acute in mission-based organizations. In fact, there is an indignant defensive response as part of their predominantly unconscious self-justification and lack of owning responsibility...they work with People of Color everyday therefore they cannot possibly be contributing to the system of racism. A major challenge for truly advancing racial equity is when people do not understand or act upon the fact that they are part of the system that they are trying to change. If we are going to truly change the system of racism, we have to change ourselves. Although some people have an intellectual understanding of this, it is another hurdle to act on what we know. This workshop will provide participants with an interactive activity that creates a more nuanced understanding of the intersection of ideological, internalized, interpersonal, and institutional racism. The activity catalyzes a more sophisticated conversation of racism that leads to potential action that can advance racial equity.

- **If You See Something, Say Something**

Sherrill 250

Facilitator: Afrika Afeni Mills

In order for all students to thrive in schools, educators must be equipped to identify and address inequities when and where they exist. Using Teaching Tolerance's Social Justice Standards as a framework, this session will allow participants to unpack strategies for speaking up about injustices in their schools. In addition, there will be discussion about supporting students to speak up about inequitable practices and experiences.

- **Interrupting White Supremacy at School - What do I say?**

Washburn 103

Facilitator: Jenna Chandler-Ward

Educators have long had the desire to create equity in education, but few have the will and skill to be bold and to speak up in order to make real change. This workshop will focus on how we can identify and disrupt the culture of white supremacy. Through discussion and role-play, we will practice what to say and do when confronted with inequity, so that we are better-prepared and persistent in the everyday moments of injustice in education.

- **Journey to Empowered Identities: Deconstructing Internalized Whiteness through the lens of a Korean Adopted American**

Sherrill 151

Facilitator: John D. Palmer

This workshop delves into identity explorations and reflections through the lens of a Korean adult adoptee's journey to discovering his multiple and complex racial and ethnic identities. The presentation specifically investigates the notion that there is an authentic Korean, authentic White, and authentic Korean adoptee identity. The very nature of being raised in culturally White informed homes and communities by White parents, while at the same time they are genetic/phenotypic Korean forces us to add new questions regarding racial classification and terminology such as sellout, banana, and White wannabe as they redefine what it means to be Korean, Korean adoptee, Asian, and White all at the same time. Thus, the presentation is larger than just the Korean adoptee community. As a researcher and educator of color that focuses on race relations, Palmer believes that through understanding how racial identity development impacts people's lives, then we can develop a stronger understanding of the complex influences that race, white supremacy, and privilege have upon our society.

- **Leveling the Playing Field: Interrupting Patterns of Power and Privilege**

Sherrill 350

Facilitator: Debby Irving

Using a series of pointed questions, Debby works with participants to build a graphic map of the groups people belong, and have belonged to, because of social locations and roles throughout U.S. history. Participants will think together about how various groups have and have not had access to rights, resources, representation, and respect, ultimately revealing the social positioning and impacts of white privilege and dispelling illusions of a level playing field. Once the graphic has been created, Debby then leads participants in an exploration of social dynamics and dominant cultural attitudes and behaviors that perpetuate power and privilege patterns, even when best intentions are in play. Ultimately, this workshop explores how we can begin to level the playing field by interrupting common patterns of power and privilege. Participants will leave with two powerful tools to analyze power dynamics and cultivate transformative cultures in their circles of influence. This workshop is highly interactive.

- **Opting In: Organizing for Institutional Change from the Inside Out**
Washburn Lounge
Facilitator: Erica Licht; Co-facilitator: Sophie Dover

The workshop will focus on organizing for institutional change around racial equity through an anti-racist approach that actively works to decenter whiteness and address organizational and societal racist norms, practices and white supremacy culture. Participants will explore frameworks for examining white supremacy and how it operates on personal and institutional levels, and explore tactics for opting in and staying engaged in dismantling these structures and behavior. The workshop will draw on pedagogy from Heifetz, Okun, DiAngelo and others, and include experiential mixed method workshop modules including pair share, group dialogue and narrative from the facilitation.



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