

Undoing Racism Workshop

We invite you to be part of our movement to advance institutional change for racial equity. Workshop participants will engage in a comprehensive exploration of how racism shapes American institutions, often without our conscious understanding that it is doing so. Applicants should be individuals in positions to take knowledge gained in the workshop back to their colleagues, institutions and wider communities. The goal is to foster local work groups that will continue the conversation and work toward institutional change.

These unique 2 ½ day workshops are offered by The People's Institute for Survival and Beyond, a national, multiracial, anti-racist network dedicated to ending racism and other forms of institutional oppression. Now in its 25th year, the institute has provided training, consultation, and leadership development to more than 115,000 people in organizations nationally and internationally.

Graduates of the workshop say that the workshop helps them deal with both cultural competence and racial dynamics in the classroom and in practice.

The People's Institute analysis moves beyond a focus on the symptoms of racism to an understanding of what is, where it comes from, how it functions, why it persists and how it can be undone. The workshop stresses learning from history, developing leadership, maintaining accountability to communities of color, creating networks, undoing internalized oppression, and understanding the role of organizational gate-keeping in perpetuating racism.

Anticipated Outcomes

- Develop a common definition of racism and an understanding of the different forms it takes – individual , institutional, linguistic, and cultural;
- Develop a common language and analysis for examining racism in the United States;
- Understand one’s own connection to institutional racism and it’s impact on his/her work;
- Understand why people are poor and the role of institutions in exacerbating institutional racism, particularly for people and communities of color;
- Understand the historical context for how racial classifications in the United States came to be and how/why they are maintained;
- Understand the historical context for how U.S. institutions came to be and who they have been designed to serve;
- Understand how all of us, including white people, are adversely impacted by racism every day, everywhere;
- Surface assumptions about how your work is (or is not) affected by racism;
- Develop awareness and understanding about ways to begin undoing racism;
- Gain knowledge about how to be more effective in the work you do with your constituencies, organizations, your communities, your families;
- Understand the role of community organizing and building effective multiracial coalitions as a means for undoing racism