

#BecomingAntiRacistConference

Proven. Experienced. Action-Orientated.

25!

#WPC25Tulsa

#WeAreFamily

Celebrating 25 Years of The Privilege Institute's Family



THE PRIVILEGE INSTITUTE
Research • Education • Action • Leadership

April 3-6, 2024

Find What You're Looking For

| | |
|-----------------------------------|----------------|
| Board of Directors..... | 2 |
| Books to Read..... | 21, 36, 41, 47 |
| Caucus Work | 13 |
| Celebrating 25!..... | 3 |
| Community Agreement..... | 5 |
| Continue Education & Credits..... | 4 |
| Edutainment..... | 23 |
| Emcees..... | 23 |
| Film Review..... | 19 |
| General Information..... | 76-77 |
| Glossary | 6-12 |
| Host Committee..... | 4 |
| Keynotes..... | 22 |
| Presenter Bios..... | 58-75 |
| Schedule..... | 16-17 |
| Sneaker Ball..... | 23 |
| Sponsors..... | 24-25 |
| UDP | 20 |
| Wednesday Institutes..... | 18 |
| Welcome..... | 1 |
| Workshop Rankings..... | 26 |
| Workshops: Thursday..... | 27-40 |
| Workshops: Friday..... | 42-50 |
| Workshops: Saturday..... | 51-57 |
| Yoga..... | 20 |
| Youth Action Project..... | 14 |



THE PRIVILEGE INSTITUTE
Research • Education • Action • Leadership



THE PRIVILEGE INSTITUTE
Research • Education • Action • Leadership

Who We Are

We are fighting for liberation, social justice and equity.

The Privilege Institute (TPI), an independent, non-profit organization (501c3), is the institutional home for the WPC (#BlackIdea). The founder and director of the WPC, Dr. Eddie Moore Jr., also serves as the executive director of TPI and works with a volunteer Board of Directors to realize the vision and mission. Established in 2015, TPI develops and sustains collaborations grounded in the essential ideals of the **WPC: Understanding, Respecting, & Connecting.**

MISSION

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.



Understanding & Dismantling Privilege

Online & open-access
Peer reviewed official journal of TPI

CORE VALUES

- Collaboration
 - Consciousness-building (of privilege and oppression)
 - Comprehensive approach (in terms of content and process)
- Challenging and supportive environment
 - Intersectional content
 - Strategic and action-oriented
- Reciprocity between us and our participants
- Accountability and responsibility
 - Relationship building
 - Purpose-driven

Let's Connect



Want to volunteer?

We need your skills, expertise, creativity, time, commitment, and whatever else you have to give!

Go to ThePrivilegeInstitute.com for more information.

Welcome

#WPC25Tulsa #WeAreFamily #BecomingAntiRacistConference

The White Privilege Conference (WPC) is officially 25 years young with Moore to come! We want to thank everyone who has supported, believed, worked, volunteered, impacted, and changed lives with us over the years. Our arms are open, and we welcome you as a family member in our purpose to always examine, explore, expose, and challenge white supremacy, white privilege, and all forms of oppression. This year we celebrate 25 Years of The Privilege Institute's Family. Please use #WeAreFamily and #BecomingAntiRacistConference in your social media posts as well as #WPC25Tulsa.

Our vision is to build a community committed to exploring issues related to white supremacy, white privilege, and oppression, every day, everywhere. We are grateful for any and all past support and invite you to stay engaged with us in the work. As always, to make WPC strong and sustainable, we need YOUR SUPPORT! We are, and will remain, a predominately volunteer-run organization and cannot succeed without YOU! Do you have grant writing skills? Fundraising skills? Social media skills? We also need financial support from EVERY WPC participant. Please give whatever you can and hold yourself accountable to ensure the WPC is sustainable. You can make a gift online at theprivilegeinstitute.com/donate.

As a community, we are powerful! WPC continues to foster an environment where every participant can engage deeply and share what they have learned with their community, workplace, family, friends, and network. This year, we recommit ourselves to Moore years of listening, learning, collaborating, and communicating as WE act for positive change across the nation/world. We all have work to do! And now is the time.

On this, our 25th anniversary, we honor and celebrate our diverse and powerful #WPCFamily. Thank you for always seeking and speaking truth while taking action. Your #MooreGoodTrouble is continues to inspire! Let's get REAL!

Join
our
mailing list

theprivilegeinstitute.com



Dr. Eddie Moore Jr.
(TPI Founder and Executive Director)

& TPI Board Members

ThePrivilegeInstitute.com

Board of Directors

Dr. Eddie Moore Jr.
Founder &
Executive Director



**John-Paul
Chaisson-
Cardenas**



Joseph Flynn



Danielle Gautt



Lisa Imhoff



Adam Jackson



Heather Moore



Marguerite Penick



LaRue A. Pierce



**Alice (Allison)
Ragland**



**Sherard A.
Robbins**



**Chirona Rose
Silverstein**



**Orinthia
Swindell**



**Cindu Thomas-
George**

Want to join our Board?
Email wpcinfo@theprivilegeinstitute.com
for information on how to apply.



THE PRIVILEGE INSTITUTE
Research • Education • Action • Leadership

Celebrating

25!

TPI/WPC Family Reunion Record

1st Annual Conference on White Privilege

Understanding, Respecting, & Connecting in the
Changing Face of America. Mt. Vernon, IA

- WPC2** Understanding, Respecting, & Connecting in the Changing Face of America. Mt. Vernon, IA
- WPC3** Multicultural Education & Teacher Preparation. Pella, IA
- WPC4** Breaking the Psychological Chains of Privilege & Oppression. Pella, IA
- WPC5** White Supremacy and the Prison Industrial Complex. Pella, IA
- WPC6** Women Activists: Their Fight against White Privilege, White Supremacy & Oppression. Pella, IA
- WPC7** YOUTH: A Call to Action. St. Louis, MO
- WPC8** Examining Intersections, Making Connections & Building Allies. Colorado Springs, CO
- WPC9** Critical Liberation Praxis: Creating Transformation for Social Justice Springfield, MA
- WPC10** Taking Responsibility: Awareness, Healing, & Social Change. Memphis, TN.
- WPC11** Health Inequities: Strategies. Action. Liberation. La Crosse, WI
- WPC12** This Land is Whose Land? Defining Citizenship. Understanding Access. Taking Action. Minneapolis, MN
- WPC13** Intersectionality: Vision, Commitment, & Sustainable Partnerships. Albuquerque, NM
- WPC14** The Color of Money: Reclaiming our Humanity. Seattle, WA
- WPC15** Building Relationships, Strengthening Communities, Seeking Justice. Madison, WI
- WPC16** Resistance, Action, Courage, & Equity: The South Leading the Way! Louisville, KY
- WPC17** Let Freedom Ring. Philadelphia, PA
- WPC18** Organizing. Strategizing. Taking-Action. Deconstructing the Culture of White Supremacy & Privilege: Creating Peace, Equity & Opportunity from the Heartland. Kansas City, MO
- WPC19** Super People & Super Powers: Prepare to be The Future of Social Justice Work. Grand Rapids, MI
- WPC20** #20 Moore Years: Journey. Struggle. Inspiration. Cedar Rapids, IA
- WPC21** The State of (In)Security. Mesa, Arizona (Canceled due to COVID)
- WPC22** The Time is Now! The Truth, the Whole Truth, & Nothing But... Virtual
- WPC23** Wade in The Water: White Supremacy, Religion & Reciprocity. Charlotte, NC
- WPC24** The State of (In)security 2.0. Mesa, AZ
- WPC25** #WeAreFamily #BecomingAntiRacistConference. Tulsa, OK

PLU's Continuing Education

Pacific Lutheran University (PLU), located in Tacoma, Washington, is a NWCCU accredited university. PLU's Continuing Education (PLU-CE) department recognizes up to 15 continuing education hours for educators and licensed mental health clinicians attending the #WPC25Tulsa.

The CE hours have not been pre-approved by any licensing office. Attendees who are licensed educators, clinical social workers, marriage and family therapists, psychologists and licensed professional clinical counselors (LCSW, MFT, PsyD, LPCC) and their respective intern trainees should check in advance if the event and CE hours meet the specific needs of their state licensing/professional organization in their specific state. For mental health providers, the CE hours are LCSW-supervised and a certificate will be provided upon completion of both attendance and a brief one-page write-up integrating WPC content into your clinical practice.

To receive the CE hours from PLU, you will have to document attendance at workshops and keynote presentations. These attendance sheets will be made available on site at registration. There is no charge for the CE hours for this event. Family shout out to Devin Burghart!

Get Credit

The Matrix Center for the Advancement of Social Equity and Inclusion at the University of Colorado Colorado Springs offers a course built around the conference. The course can also count towards the four course Graduate Certificate in Diversity, Social Justice and Inclusion. All credits are transferable. Contact Professor Abby Ferber at aferber@uccs.edu for details.



Special Thanks to Our Host Committee

Quraysh Ali Lansana

Robert Anquoe

Amanda Chastang

Harold Fields

Elisa Hopinka

Lance Kelley

Dionne Lambert

Kelli McLoud-Schingen

Kristen Oertel

Kuma Roberts

Kate Starr

Ray Timson

Kayla Zilke

#WeAreFamily

#WPC Community Agreement

©The Privilege Institute 2024



The WPC aims to create a learning community in which participants engage in a challenging educational experience as respectful community members. The views expressed by facilitators and speakers at the conference do not necessarily reflect the views of the TPI, WPC, and organizers. Each participant is in a different place with regard to their journey in understanding white supremacy, whiteness, privilege, power, and oppression. Thus, we ask that each participant share responsibility and hold ourselves accountable to this agreement, creating a shared experience that fosters the opportunity for understanding, respecting, and connecting.

We ask that all WPC community members agree to the following:

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.

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.

Have 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 listens 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.

Glossary: Terms to Know & Use

Language both contributes to oppression and privilege and can also potentially be a tool of liberation. The power inherent in the ability to name oneself and others is tremendous. For these reasons, we encourage you to consider the following definitions as a rough starting point. Many of these terms and definitions will and should change over time. When in doubt, ask! We welcome your input.

ABLEISM

The system of oppression based on ability; assumes disabled people as flawed, insufficient, and inferior. Includes assumptions about what is “normal” and results in the marginalization of the disabled. In brief, it is the unearned privilege afforded to nondisabled people.

ATTITUDINAL BARRIERS

People with disabilities face barriers as part of their everyday lives, including “systematic barriers” in the workplace and society. Attitudes are often the greatest barrier, reflecting society’s low expectations and unwillingness to recognize and appreciate the full potential of people with disabilities.

BIAS

Preference for or against something be it positive, negative, or neutral.

BISEXUAL

A person who has significant romantic, emotional, physical, and/or sexual attractions to both men and women, but not necessarily simultaneously or equally.

CHRISTONORMATIVITY

The system of oppression which assumes Christianity as the norm, favors Christians, and denigrates and stigmatizes anyone that is not Christian. Equates Americanness with Christianity.

CISGENDER

Denoting or relating to a person whose sense of personal identity and gender corresponds with their birth sex

DECOLONIZATION

The active resistance against colonial powers, and a shifting of power towards political, economic, educational, cultural, psychic independence and power that originate from a colonized nation’s own indigenous culture.

DISCRIMINATION

Intentional or unintentional barriers to access that impact a group’s ability to access rights, resources, representation, and respect including involvement in mainstream economic, political, cultural and social activities.

DIVERSITY

Variety. Diversity itself is a limited goal. Populating a space differently is only one piece of creating just communities. If populating the space differently were the end goal, we could say plantations were diverse. Understanding power dynamics, bias, and systems, and how to create change around each, is a necessary part of the endeavor.

ETHNICITY

A social construct which divides people into groups based on characteristics such as shared sense of group identity, values, culture, language, history, ancestry and geography.

EQUALITY

Giving members of an organization the exact same access to rights, resources, representation and respect regardless of individual needs and/or unequal starting points.

EQUITY

Taking stock of differential historical and current access to rights, resources, representation, and respect, and seeking to achieve equilibrium by coordinating institutional resources around differential needs.

GAY

A term used to describe an individual who is emotionally, physically, and/or sexually attracted to members of the same sex. This term is often used in relation to men but also used in relation to anyone who does not identify as heterosexual or straight.

GENDER

A socially constructed system of classification that ascribes qualities of masculinity and femininity to people.

GENDER EXPRESSION/IMAGE/DISPLAY

The external presentation of self as gendered through cultural identifiers/markers such as clothing, behaviors, etc.

GENDER IDENTITY

A person's internal sense of themselves as a specific gender.

GENDERQUEER

A self-identifying term for someone who rejects the male/female gender binary in favor of a more fluid, nontraditional identity which merges or blurs characteristics of gender and gender norms.

Terms to Know & Use

HETEROSEXISM

The system of oppression which assumes heterosexuality as the norm, favors heterosexuals, and denigrates and stigmatizes anyone whose gender or sexual behavior is considered non-heterosexual.

INCLUSION

Inclusion articulates the intention to not exclude and instead make efforts to include diverse groups of people in an organization. Baked into the term is a power implication – who is doing the including?

INCLUSIVENESS

A commitment to foster a climate that represents and values members of diverse social identity groups. Inclusive practices occur at the individual, cultural and institutional levels, creating a culture where all members feel they are welcome and belong.

INTERSECTIONALITY

An approach largely advanced by women of color, arguing that classifications such as gender, race, class, and others cannot be examined in isolation from one another; they interact and intersect in individuals' lives, in society, in social systems, and are mutually constitutive.

ISMS

The following definitions can be adapted to classism, sexism, homophobia, religious intolerance, ableism, and other discrimination/privilege continuums. The ISM indicates the presence of oppressive beliefs and attitudes that dominant group leadership embed into policies, practices, laws, and systems consciously or subconsciously.

LESBIAN

A term used to describe a woman whose primary romantic, emotional, physical, and sexual attractions are to other women.

MARGINALIZED AND DOMINANT GROUPS

Names for populations at the opposite ends of the privilege and power continuum. Members of marginalized groups experience discrimination; members of dominant groups, if willing to conform to dominant group social norms, experience the privilege of discrimination-free access rights, resources, representation, and respect, including involvement in mainstream economic, political, cultural and social activities.

MICROAGGRESSIONS

Microaggressions are subtle words, cues, and/or behaviors that insult, invalidate, or exclude traditionally marginalized group members. The long-term effect of microaggressions can have a significant negative effect on one's health.

ONE-UP/ONE-DOWN

Language that captures the impact of intersected identities. For instance, I (Debby Irving) have only a single one-down identity (female) and multiple one-up identities. The more one-up identities one has, the fewer barriers to access one will experience. Conversely, the more one-down barriers one has, the more barriers to access one will experience.

OPPRESSION

Systemic devaluing, undermining, marginalizing, and disadvantaging of certain social identities in contrast to the privileged norm; when some people are denied something of value, while others have ready access.

PEOPLE FIRST LANGUAGE (PFL)

Puts the person before the disability. “People with disabilities” acknowledges that individuals with disabilities are people first and not their diagnosis or disability.

PREJUDICE

A prejudgment, attitude, opinion—usually negative—about socially defined group (racial, religious, national, etc.) or any person perceived to be a member of that group, formed with insufficient knowledge, reason, or inquiry.

PRIVILEGE

Lack of discrimination, based on one or more identities, that results in unearned advantages due to privileged access to rights, resources, representation, and respect. Though privilege cannot be given away as long as discriminatory systems exist, members of privileged groups can leverage his/her/their privilege to disrupt status quo attitudes and behaviors and lobby for equity and equality.

POWER

Access to individuals, social groups, and institutions that own and/or control the majority of a community’s resources, as well the ability to define norms and standards of behavior.

QUEER

A term people often use to express fluid identities and orientations. Often used interchangeably with “LGBTQ.”

RACE

A socio-political construct (with no biological validity) that divides people into distinct groups by physical characteristics like skin color, eye shape, nose shape, mouth shape, and hair texture. Antiracist training parents in African American families used to teach children and adults how to identify routine forms of racism and develop strategies to counter and/or cope with it.

RACIAL LITERACY

A system of oppression involving systematic subordination of members of targeted racial groups by those who have relatively more social power. This subordination occurs at the individual, cultural and institutional levels.

RACIAL STEREOTYPE

An image, attitude or judgment, applied to an entire group of people.

RACISM

A system of oppression involving systematic subordination of members of targeted racial groups by those who have relatively more social power. This subordination occurs at the individual, cultural and institutional levels. *See Moore About Racism at the end of the glossary.

RADICAL

Designed to remove the root of a disease.

REMATRIATION

This term describes an instance where land, air, water, animals, plants, ideas and ways of doing things and living are purposefully returned to their original natural context—their mother, the great Female Holy Wild.

SEXISM

A system of oppression that privileges men, subordinates women, and denigrates women-identified values. This subordination occurs at the individual, cultural, and institutional levels.

SEXUAL ORIENTATION

An inherent or immutable enduring emotional, romantic, or sexual attraction to other people.

SOCIAL CLASS

(as in upper class, middle class, lower class, working class)

Refers to people's socioeconomic status, based on factors such as wealth, occupation, education, income, etc.

STRAIGHT

A person primarily emotionally, physically, and/or sexually attracted to people who are not their same sex/gender. A more colloquial term for the word heterosexual.

Terms to Know & Use

TRANSGENDER PERSON

An umbrella term for people whose gender identity and/or expression is different from cultural expectations based on the sex they were assigned at birth. Being transgender does not imply any specific sexual orientation. Therefore, transgender people may identify as straight, gay, lesbian, bisexual, etc.

UNCONSCIOUS BIAS (AKA IMPLICIT BIAS)

Unintentional associations that the mind forms that connect skin color, gender, or other identity markers to inherent traits such as intelligence, morals, or athleticism, or to social roles such as leadership, menial laborers, etc.

WHITE FRAGILITY

Due to the racially insular lives most white people live, they have not had to build the stamina to endure racial discomfort. Thus, any challenge to a white person's racial worldview, position or privilege can trigger a range of defensive responses, including arguing, claiming to have been misunderstood or attacked, and withdrawing. These responses function to repel the challenge and maintain white racial equilibrium and dominance.

WHITENESS

The set of attitudes and behaviors created and valued by people who identify as "white" and who are primarily connected to white dominant neighborhoods and institutions. Foundational to whiteness is the idea that people of color are "other" and most often also "less than."

WHITE PRIVILEGE

Lack of racial discrimination that results in unearned advantages materially and/or psychologically based on nothing more than skin color and other physical indicators of racial classification.

WHITE SUPREMACY

Often confused with KKK or White Nationalism, white supremacy is the ideology brought to the US by European colonial settlers and those who followed them. The ideology believes that white, male, Protestant, elite (once land-owning), heterosexual people are superior to all others and should therefore dominate all living things. The ideology is an historically based, institutionally perpetuated system of domination that includes the exploitation of people of color by white people, and which maintains white, male, Protestant, heterosexual, elite peoples' position of relative wealth, power, and privilege.

*MOORE ABOUT RACISM

Most people use the word “racism” the way they used the term “prejudice.” But antiracist activists see racism as “race prejudice PLUS power,” in other words, discrimination based on racial stereotyping (conscious or unconscious, active or passive) that is backed by significant institutional power (race prejudice + power = racism).

INSTITUTIONAL RACISM

The ways in which institutions—social, political, educational, financial, religious, medical, housing, government, food supply, criminal justice—create and/or perpetuate policies, practices, laws, and traditions that advantage white people at the expense of people of color.

SYSTEMIC RACISM

The institutional, historical, cultural, and interpersonal structures and systems in place that prevent people of color from fairly accessing wealth, power, education, healthcare, and other opportunities.

“REVERSE RACISM”

A term commonly used by white people to equate instances of hostile behavior toward them by people of color with the racism people of color face. This is a way of ignoring the issue of who has the power.

INTERNALIZED RACISM

The conscious or subconscious acceptance of the dominant society’s racist views, stereotypes and biases of one’s ethnic group, leading to finding fault with oneself or members of one’s own group, while valuing the dominant culture (internalized inferiority). Another form of internalized racism is when a white person mistakenly believes s/he is better than people of color (internalized superiority).

ANTIRACIST

An antiracist is someone who makes a conscious choice and persistent effort to challenge white supremacy, including her/his own white privilege, and to actively oppose forms of discrimination against people of color.

“NON-RACIST”

Term used by those who consider themselves “color-blind,” a claim that in effect, denies any role in perpetuation systemic racism, or any responsibility to act to dismantle it. Institutional racism is perpetuated not only by those who actively discriminate, but also by those who fail to challenge it (silence = consent).

Know the Meaning

What Is Caucus Work? Why Is It Important?

Caucusing is integral to the work of antiracism. It provides safe environments for people who share similar racial experiences to explore the dynamics of race. Without fear of offending or alienating others, caucus participants can investigate feelings, attitudes, and experiences that are part of their shared racial experiences. Racial privilege (for White people) and racial oppression (for people of color and Indigenous people) shape racial identity and cross-race interactions in significant ways. Because of this, it is important to spend time in same-race groups to explore issues of privilege, oppression, and identity.

Caucusing does not replace the need for mixed-race settings where we need to work together to eliminate racism and other forms of oppression. Rather, caucuses help us work better together in cross race settings. The majority of the time at WPC is spent working together; however, one to two hours each day is set aside to provide participants the option to meet in separate groups to explore how racial privilege and racial oppression are operating at WPC and how we might support one another in an environment where well-meaning, imperfect people are struggling (some for the first time) to understand difficult issues regarding race.

WPC has three race-based caucuses for conference participants; one for people of color/Indigenous people, one for white people, and one for people who identify as mixed or multi-race individuals. Organizers and caucus facilitators ask that participants honor and respect caucus spaces. It is our hope that you attend the caucus for your racial group and not attempt to attend a caucus meeting that is not designed for you. If anyone is uncertain about why separate caucuses are vital to antiracism and WPC, you may raise these issues in your appropriate caucus space for discussion.

We recognize that other cultural groups may need spaces during the conference to discuss issues unique to their experiences. Anyone who wishes to initiate a meeting for members of his or her affinity group—Jews, Muslims, people with disabilities, or LGBTQ individuals, to name a few, can do so. To ensure respect for the purpose of the conference, we do ask that meeting times not coincide with scheduled meeting times.

For this conference, race must remain the guiding theme of our work. We hope that conference participants understand that racial caucuses are central to the goals of the conference and attend caucuses designed for their racial group. We also hope that affinity groups include race as an important topic in their exploration of the issues that define their unique experiences at WPC and beyond.



What Is the Youth Action Project (YAP)?

A team of experienced facilitators provide a safe and challenging space, geared toward youth of ALL ethnic backgrounds, who are committed to understanding and dismantling white supremacy, white privilege, and other forms of oppression.

See-Name-Act...PROCEED

YAP is designed for students to come away with strategies to make change when they see, name, act, and continue to make a difference for the community.

1. **SEE** and be fully aware of the multiple manifestations of white supremacy, white privilege, and other forms of oppression.
2. Have the courage and confidence to **NAME** white supremacy, white privilege, and other forms of oppression.
3. **ACT** by taking effective, creative, and urgent measures to dismantle white supremacy, white privilege, and other forms of oppression.
4. **PROCEED** as leaders, planting ongoing seeds of change.

YAP Glossary Terms

In addition to the WPC Glossary, below are the YAP key terms:

PREJUDICE: Pre-judgement based on a stereotype.

BIGOTRY: Hatred of any group of people.

DISCRIMINATION: Action taken against a person or group of people based on prejudice or bigotry.

RACE: A falsely scientific category created to make a hierarchy between people.

RACISM: A system of unearned advantages based on “race” that benefits white people.

ALLY: A person who works against systems of oppression that benefits them.

SYSTEM: The policies and procedures of institutions that create social effects.

STEREOTYPE: A label for a type of person or group of people that makes assumptions and over generalizes about them.

Facilitators:

Jamal Givens, Zion Givens, Laura Jones,
Russell Marsh, Adele Parks, and Tori McNeal



Special Thanks to Our Co-Conspirator!



RACISM IS A HEALTH CRISIS.
Make it your business.



**BlueCross
BlueShield**
Minnesota

**Let's not mince words.
Health inequities are caused by generations of racism.**

**The impact of systemic racism has taken a damaging toll on the health of our nation
- on the physical, mental, and wellbeing of many of us.**

All communities having the opportunity to be healthy and valued in the same way has long been eroded, as privilege and power have created imbalance and inequities. It's on us to fix it. Ignoring it is being complicit. We must all act now to dismantle racism and make health equity our business.

Join us in making change.



Conversations on equity, racial justice and white supremacy can be challenging. Scan and click the code for videos and resources to begin and navigate these conversations. Keep talking. Keep Learning. Keep Sharing. End this Public Health Crisis Together.

Conference Schedule

Day 1: Wednesday, April 3, 2024

| | |
|------------|--|
| 7:30-9 am | #WPC25Tulsa Institutes Check In |
| 8-8:45 am | Coffee & Moore with WPC Founder, Dr. Eddie Moore Jr. (BYOC: Bring Your Own Coffee) |
| 9 am-5 pm | All-Day Institutes (Expo Move In) |
| 12-1:30 pm | Lunch & Networking |
| 1:30-5 pm | Early Registration Check In |
| 7-8:30 pm | Founder's Reception (By Invitation Only) |

Day 2: Thursday, April 4, 2024

| | |
|------------------|---|
| 7-7:45 am | Yoga with the Founder – Alice Ragland & Kari Tank-Nielsen |
| 7:15-10:30 am | Registration/Check In |
| 8:30-8:45 am | Land Acknowledgement/Welcome |
| 8:45-9 am | Edutainment & Moore featuring jessica Care moore |
| 9-10 am | Keynote 1: Wilson Pipestem |
| 10 am-4 pm | Info Booth & Exhibit Tables Open |
| 10:30 am-5:30 pm | Youth Action Project (YAP) |
| 10:30 am-12 pm | Concurrent Workshops – Session 1 |
| 12-1:30 pm | Lunch & Networking |
| 1:30-3 pm | Concurrent Workshops – Session 2 |
| 3:30-5 pm | Concurrent Workshops – Session 3 |
| 5:30-7 pm | Caucus Space |
| 7-9 pm | Film Review: THE COST OF INHERITANCE |

**Advanced registration required, not included in conference fee*

Day 3: Friday, April 5, 2024



| | |
|------------------|---|
| 7-7:45 am | Yoga with the Founder – Alice & Kari |
| 7:15-10:30 am | Registration/Check In |
| 8:45-9 am | Edutainment & Moore featuring Norma Johnson |
| 9-10 am | Keynote 2: Glenn Singleton |
| 9 am-4 pm | Info Booth & Exhibit Tables Open |
| 10:30 am-5:30 pm | High School YAP |
| 10:30 am-12 pm | Concurrent Workshops – Session 4 |
| 12-1:30 pm | Lunch & Networking |
| 12-1:15 pm | *Friendraising Luncheon ft. Monique Clark (Ticket Required) |
| 1:30-3 pm | Concurrent Workshops – Session 5 |
| 3:30-5 pm | Concurrent Workshops – Session 6 |
| 5-6:30 pm | Caucus Space #SelfCare |
| 7-9 pm | *CeLiberation Dinner, Sneaker Ball & Karaoke (Ticket Required) |

Day 4: Saturday, April 6, 2024

| | |
|----------------|---|
| 7-8 am | Coffee, Networking, & Moore with WPC Founder (BYOC: Bring Your Own Coffee) |
| 8-8:30 am | Edutainment & Moore featuring jessica Care moore |
| 8:30-9 am | Welcome & #CelebrateHostTeam |
| 9-10 am | Keynote 3: Esther Armah |
| 10 am-3 pm | Info Booth & Exhibit Tables Open |
| 10:30 am-12 pm | Concurrent Workshops – Session 7 |
| 12-2 pm | Lunch & Networking |
| 12-2 pm | BWS/JHFC Tours – Sign Up Required |
| 2-3:30 pm | Concurrent Workshops – Session 8 |
| 4-5:30 pm | Intersectionality Caucus & Debrief (Past, Present & Future: Preparing for #WPC26) |
| 3-5 pm | Expo Move Out |
| 6-8 pm | Appreciation, CeLiberation, & Moore |

Wednesday Institutes

9 am-5 pm

| | |
|---|--|
| What Does It Mean To Be White? | Jacqueline Battalora & Denae Jones Aicher |
| Advanced Facilitation Skills for Leading Anti-Oppression, Decolonization, and Liberation Workshops, Group Discussions, and 1:1 Conversations | Natalie Thoreson |
| Engaging Institutional Resistance | Jenna Chandler-Ward & Elizabeth Denevi |
| Examining the Psychodynamic and Psycho-economic Functionalities of Whiteness and Anti-Blackness | Dante D. King |
| When the Nicest Racists Are Chosen Family: Two Perspectives | Robin DiAngelo & Nanette Massey |
| Whiteness Doesn't Love You: Transforming the Patterns of White Supremacy That Undermine Justice and Liberation | Debby Irving |
| Black Womxn Think Tank | Ellipsis Institute for Womxn of Color in the Academy |
| Navigating Triggering, Difficult Situations in Racial Justice Work as Leaders and Change Agents | Kathy Obear, Beth Yohe & Alejandro Covarrubias |
| Dismantling the Racism Machine: Myths Taught to White People that Perpetuate White Supremacy | Karen Gaffney |
| Speaking Truth at the Family Reunion: The Transformational Power of Interracial Relationships Grounded in Identity | Christine Saxman, Ismalis Nuñez, Krischanna Roberson, Nicole Shimizu |
| [Re]storying Our Indigeneity; Womxn of Color Writing HERStories of Liberation & Community | Heather Bryd, Catherine Wong & Joan Edwards |

| | |
|---|---------------------|
| Where I Want to Be: Using Restorative Practices to Build Racial Justice and Thriving Communities | Ryan Virden |
| Legalizing Anti-Blackness: A Historical Timeline of Systemic Othering | Sherard Robbins |
| Transformative Leadership in Action: Understanding Cultural Humility through Group Dynamics | June Cara Christian |
| Leading for Change: Centering Humanity as Your North Star | Robyn Bryers |

Film Review: Thursday, 7-9 pm



THE REPARATIONS PROJECT PRESENTS:

THE COST OF INHERITANCE

FILM SCREENING & CONVERSATION

Directed by Emmy® nominee & Peabody Award winner,
Yoruba Richen (*The Rebellious Life of Mrs. Rosa Parks*)

THE COST OF INHERITANCE explores the complex issue of reparations in the United States and takes a personal approach to understanding our history, systemic injustices, and inequities. We follow descendants of enslavers and the enslaved as they reckon with their past and try to find a just way forward. Through compelling personal narratives, community inquiries, and scholarly insights, it aims to inspire an understanding of the scope and rationale of the reparations debate.



Film subjects, Lotte Lieb Dula of [Reparations4slavery](#) and poetic storyteller Norma Johnson, join us to answer questions about the film.

WPC Yoga Classes with the Founder

Thursday & Friday from 7-7:45 am
with
Alice Ragland and Kari Tank-Nielsen
RYT 200 Certified Yoga Instructors

All WPC yoga class are free, open, and accessible to all.

Alice and Kari will co-lead the sessions, offering a flow class with options for more gentle, adaptive movement. Both classes will be restorative mind body practices focused on the breath to build strength, balance, flexibility and Moore! This space and time will allow WPC participants to move their bodies, process emotions/ thoughts, release tension and cultivate resilience and self-compassion as we remain focused on being and inspiring #MooreGoodTrouble.

**Want to share your
research, case study, or
action story?**

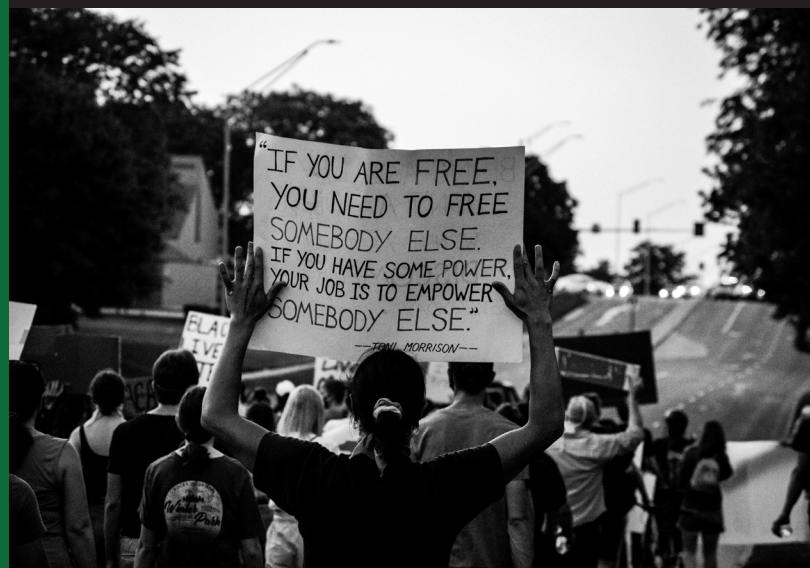
**Want to edit or partner?
Looking for a resource?**

As the official journal of The Privilege Institute, the UDP is your place for articles on the intersectional aspects of privilege, bridges between academia and practice, and activism highlights. It's a forum for creative introspection on issues of inequity, power, and privilege.

If you have a story to tell, enjoy editing, or want to be part of spreading the word, reach out to be a part of our interdisciplinary, peer-reviewed journal. Email wpcinfo@theprivilegeinstitute.com.

UDP

Understanding & Dismantling Privilege



Official Journal of The Privilege Institute

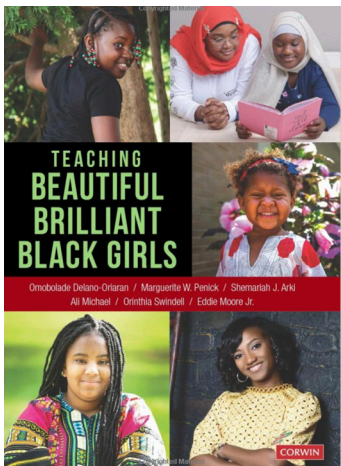


ISSN 2152-1875

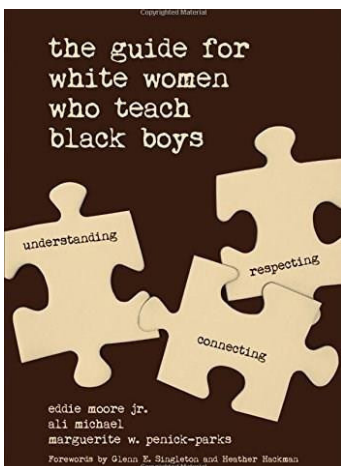
Volume XIII, Issue 1

Winter 2024

Get your book signed by buying at the WPC Bookstore!



Teaching Beautiful Brilliant Black Girls is a collective call to action for educational justice and fairness for all Black Girls – Beautiful, Brilliant. Editors and authors intentionally present the harrowing experiences Black Girls endure and provide readers with an understanding of their beauty, talents, and brilliance. **Editors: Bola Delano-Oriaran, Marguerite W. Penick, Shemariah J. Arki, Ali Michael, Orinthia Swindell, & Eddie Moore Jr.**



The Guide for White Women Who Teach Black Boys brings together research, activities, personal stories, and video interviews to help us all embrace deep realities and thrilling potential. If we are to succeed in positively shifting outcomes for Black boys and young men, we must first change the way school is “done.” **Editors: Eddie Moore Jr., Ali Michael, Marguerite W. Penick**



Meet the Keynotes



Read #Moore

THU-FRI



Wilson Pipestem

- Founding partner of Pipestem & Nagleand
Founder of letan Consulting
- Speaks about the developments in federal law and policy;
protector of American Indian & tribal government rights



Glenn Singleton

- Author, thought leader, and strategist
- Creator of of Courageous Conversation® & Beyond Diversity™

FRIDAY



Monique Clark - Friday Luncheon Speaker

- Dynamic passionate leader
- Talks about CODA, accessibility, disability inclusion, & DEI

SATURDAY



Esther Armah

- Author, playwright, and international public speaker
- Creator of Emotional Justice, a racial healing & framework

Stay connected. Find keynotes & emcees on



THU-SAT



Jessica Care Moore - Friday Ce-Liberation Dinner & Moore

- Renowned poet, playwright, performance artist, & producer
- Founder and CEO of Moore Black Press, executive producer of Black WOMEN Rock!, & founder of the literacy-driven, Jess Care Moore Foundation

Meet the Emcees

Vanessa is a passionate nonprofit leader, facilitator, and community-based practitioner deeply committed to liberatory social change.




Vanessa Roberts



Heather Byrd

Heather is CEO of Byrd's World. She's on a divine mission to empower 1,000 womxn of color in utilizing their voices to craft and publish their books to transform lives one story at a time.



**Wear a Pair & Donate
or
Bring a Pair & Donate**

#WPC25Tulsa #CeLiberationDinner


Sneaker Ball

& Karaoke

Friday, April 5, 2024
7-9 pm at DoubleTree
“Grammy’s” inspired attire

Featuring Spoken Word Geniis: **Jessica Care Moore**

Donations benefit Walk a Child to School (South Africa) & Tulsa charity



#WMPC25Tulsa Sponsors

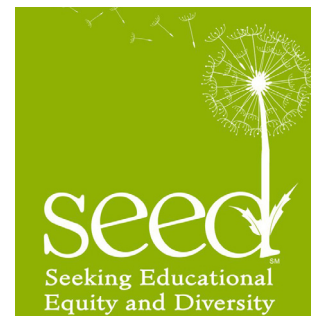
Thank You **Co-Conspirator**



Thank You **Community Builder** Sponsors

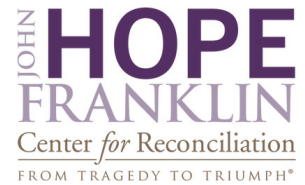


Thank You **Connecting** Sponsors



If you want to help support #WPC and TPI, explore how you can donate.

Thank You **Respecting** Sponsors



Thank You **Understanding** Sponsors



Thank You **Ally** Sponsors



Show your support for our sponsors! Interact on social media, hire, give 5 star reviews, recommend, and Moore.

#WPC25Tulsa Sponsors – 25

Workshop Rankings

Please carefully consider the level of workshops you choose to attend.



BEGINNER WORKSHOPS are appropriate for individuals who have little or no knowledge about privilege, anti-racism, oppression, and intercultural issues. Each stresses fundamental concepts and approaches, and offer participants time to grapple with this new information in a supportive environment. Individuals who have just begun to learn about privilege, racism and other intercultural issues, and who are first-time participants at the White Privilege Conference are the target audience for beginner workshops.



INTERMEDIATE WORKSHOPS are appropriate for individuals who have a working knowledge of privilege, anti-racism, oppression, and intercultural issues. Each stresses the interconnection between fundamental concepts and new knowledge, techniques, methodologies, and skills. Individuals who are seeking to discover what to do with their new knowledge about privilege; racism, etc. are the target audience for intermediate workshops.



ADVANCED WORKSHOPS are appropriate for individuals who are educators, facilitators, practitioners and leaders in areas of cultural diversity, and who have a highly developed understanding of privilege, anti-racism, oppression, and intercultural issues. Each offers ways in which advanced participants can deepen their knowledge through high impact experiential activities and acquaintance with new theories. Also, these workshops offer advanced practitioners ways to share insights, refine their knowledge, and sharpen their already-developed skills.



#WMPC25Tulsa Workshops

Let's Get REAL: Thursday

Affirmative Action and the Constitutionality of Remediating Race - Advanced

The overall presentation will be guided by a Constitutional and Federalist framework (U.S. Const., 1789) as its pedagogy, which is supported by legal scholarship and jurisprudence. Using President Kennedy's Executive Order 10925, the presenter will engage in discussion and discourse around what the nature of Affirmative Action is and measure it against how such an order is weighted the courts. In an effort to invoke cross community dialogue, participants will engage in a judicial review of the *Students for Fair Admissions Inc. v. President & Fellows at Harvard College (2023)* case to determine if they would come to the same conclusion. In closing, the presenter will offer various strategies to engage the work of race-conscious Affirmative Action (in public institutions) in ways that survives strict scrutiny in the face of the Harvard and University of North Carolina cases. The presenter will also engage questions throughout the presentation in an effort to promote symbiotic learning (Sherard Robbins)

African American Government Girls: Forging a Unique Sisterhood - Intermediate

Forced to live in government sponsored dormitories, African American Government Girls formed a special kinship during World War II. Their intentional decision to become Civil Service employees interrupted the expectation for Black women to work in domestic service positions. When the Government Girls entered federal employment, they encountered racism and sexism in the work environment and persisted in their decision to "keep their job." Five of the six Government Girls retired from the federal government. Federal government employment affected the socio-economic status of the Government Girls by providing a steady source of income, benefits, and promotions. The story of the African American Government Girls offers a counter-narrative of Black women in the diaspora. A new chapter in American history unfolds in this story of six African American Government Girls. They challenged stereotypes, persisted despite consistent discrimination, and overcame their humble beginnings to achieve a middle-class life in a pre-Civil Rights era. Participants examine the formation of this powerful sisterhood and the evolution lifelong "family ties" created during the war. The feminist theory of Black Feminist Thought serves as the common denominator as the presenter shares the concealed stories of these women through a sneak preview of a documentary film in process. (Aura Wharton-Beck)

All skin folk Ain't Kin Folk: Let's Get Real - Intermediate

Have you ever been surprised, disappointed, shock, confused or angry that those whom you thought would have your back did not show up. Are you carrying hurt and or disillusionment from working with you own communities. How many times as a "BIPOC" have you felt that you must prove that you are "woke" enough to be in the room. We have often heard the phrase, *all skin folk ain't kin folk*. While many of us in the work of justice have not only heard this statement, but also felt this statement, we have seldom created the space to unpack, interrogate and understand it as a product of white supremacy. This session provides an opportunity to go deeper in our understanding about this dynamic. It will provide participants space to engage the damaged and unhealed places that remain from working with "our own" people. It will provide tools for restoration and healing and an opportunity to move from pain to possibility. (Jamie Washington)

Am I Doing Enough? - Beginner

There are many ways which we can show up as antiracist advocates, however, sometimes the question “am I doing enough?” can pop up. Discover how even the smallest acts of showing up can make a difference. When we are unclear how to show up in various settings, we can question if what we are doing is impactful. Even when you feel like you are doing work, you can reflect that others are doing so much more and this can influence the ways in which you show up moving forward. In this session, you will learn how to understand your impact, and learn ways in which you can increase your advocacy around dismantling White supremacy. This session will discuss how these thoughts and struggles can evolve into fear and thus creating inaction. We engage in deep dialog and collaborative work to identify our emotions, discover new ways to show up, and recommit to our antiracism work. All emotions in this antiracism journey, from frustrated to overwhelmed and enthused to inspired, are welcomed in this space. Come prepared to be an active and an authentic participant in this space. (Tina Paone)

Anti-Racism 101 Self-Reflection Workshop - Beginner

Anti-racism 101 connects to the conference theme by acknowledging we have “Moore Work to Do” to effectively dismantle racist systems. One of the most difficult barriers to effective anti-racism is practitioners overcoming the existential dread and anxiety of facing the privilege enabled by racism. In many cases, progress stalls because people are too concerned to get it “right” or (worse) say something “wrong.” This workshop allows participants to develop tangible skills to identify and address racist policies and ideas by first appreciating themselves. The content and discussion prompts address personal experience and identity before introducing racism so there’s room for nuance when the oppressive topic shows up. Participants engage with a framework and self-reflection prompts to better understand and fundamentally change how they see interactions, themselves, and other WPC attendees. This understanding enables open and safe group discussions of personal experience without feeling the need to take personal responsibility and develops a culture of genuine empathy in 90 minutes. (Ian Gibbs-Hall)

Bedrock of Belonging: Forming the Foundations for Transformation in Our Communities - Intermediate

Belonging has become a buzzword within Diversity, Equity, Inclusion and Justice work. K-12 schools, universities, and corporate and non-profit organizations alike have added the “B” to their values and charge, yet, what does Belonging really entail? Join this workshop to dive into Belonging, its implications, aspirations, and the components crucial to its success. We will turn a buzzword into a lasting entity essential for collective transformation. For anyone new to DEI(B) work to veteran practitioners.(Rebecca Flores Harper)

Breaking the Privilege Frame: Developing Mutual Interest in Dismantling White Supremacy - Intermediate

This workshop argues that white people’s true self-interest is a world free from racism and explores the obstacles and barriers to developing that self-interest. (Ryan Virden)

**Black Wall Street & Greenwood District Tours
Sign Up at Registration**

Challenging White Supremacy by Healing White Jewish Bodies, PART 1 of 2 - Advanced

We have learned that trauma is not just inherited culturally (through adaptive survival behaviors), but This double workshop will provide a space for white Jews to practice feeling the complexity in their bodies in order to ultimately heal from it. Ashkenazi Jewish communities survived centuries of violent persecution in Christian Europe, the Nazi Holocaust and its resulting transgenerational trauma has been studied the most. For white Jews in the U.S., the steady rise in antisemitic violence, the October 7, 2023 massacre in Israel, and the genocide unfolding in Palestine make the already complicated intersection of Jewishness and whiteness even more complex. How can white Jews heal along this intersection; What does it mean to have coursing through our veins the same white supremacy that is complicit in our ancestors' genocide; What survival behaviors — born out of generations of trauma — do we enact unconsciously that reinforce both our internalized antisemitism and white dominance; and, How can we access the resilience we inherited alongside the trauma. (Sarah Hershey)

Cultural Self-Awareness as a Tool for Effective Change - Beginner

If cultural competence is about bridging across differences that make a difference, then the work must start with a focus on self. Our identities and cultures inform our beliefs, values, assumptions and biases and thus influence the ways we think about behave when working and relating across difference. This workshop helps change agents explore their own cultural patterns and behaviors and links identity awareness to our capacity to make new and different choices to achieve equity or inclusion goals. (Jesse Ross)

Dismantling the Racism Machine: Why White People Must Confront the Resurgence of the “Race is Biological” Myth and Its Perpetuation of White Supremacy - Beginner

While sociologists have said for decades that race is not biological, that message has not gotten through to the public, especially the white public. Students in K-12 schools today rarely learn that race is a social construct, a human invention, and when they get to college, they likely only learn this truth if they take a class that explicitly focuses on the topic. Despite scholars' assumptions that the belief that race is biological would dwindle over time, this myth has seen a resurgence. Based on Karen Gaffney's book “Dismantling the Racism Machine: A Manual and Toolbox” (Routledge, 2018), this interactive workshop will emphasize how the belief that race is biological is both false and dangerous in its perpetuation of white supremacy. White people who seek to be antiracist cannot afford to ignore the power of this ideology, which goes back centuries and is rooted in an anti-Black belief that Black people are not fully human, are not civilized, and feel less pain than white people. This myth is so powerful because white supremacy, patriarchy, and capitalism are interlocking forces. This workshop shows “we have Moore work to do” by giving participants an opportunity to discuss and apply the ideas presented and create an action plan. (Karen Gaffney)

Disrupting and De-Centering Whiteness in DEI Work - Intermediate

The Diversity, Equity, and Inclusion (DEI) industry exploded in the aftermath of the murder of George Floyd and the uprising against anti-Black racism that followed which created a short lived demand for conversations centered around racism, and race privilege in organizations across industries. Today, we are experiencing a backlash to the antiracism support of 2020, resulting in the decentering or race and racism within DEI work. DEI practitioners and champions have an important responsibility to address racial inequalities and race privilege in a manner that is not white centering or catering to White feelings. This workshop will explore the complexities and challenges of disrupting and de-centering whiteness within DEI work. This workshop will also examine tips and strategies that can help DEI practitioners unapologetically dismantle the system of White supremacy and racism that is omnipresent in most U.S. American organizations. (Cindu Thomas-George and Sherard Robbins)

Dying from the Hands of Allyson in the Workplace and in Society - Intermediate

In the nation's history, the weaponization of race has evolved and become more sophisticated, the naming of the weaponization has become more gendered and racialized. Workshop participants will deconstruct inconsistent allyship, ally fronting, and intersectionality of race & gender at the hands and tears of white woman in the workplace and in society. Participants learn traits of allyship, advocacy, and accomplices and historical context of Allyson by engaging in collective stories about their experiences in working and interacting with Allyson and discuss workplace and personal strategies to work with Allyson. Participants will engage in the presentation through whole group discussion, participant-to-participant conversations and watch videos. (Marcellus Davis and Heidi Lee)

Educating Students, Faculty and Administrators about Cyberharassment and Abuse - Intermediate

Cyberharassment and abuse of educators is sky-rocketing. This more covert form of censorship is a well coordinated, highly funded, politically motivated attack on our curriculum and educators. With the goal of whitewashing our curriculum and increasing voter turnout among specific demographic groups, anyone who teaches anything related to "DEI" is at risk, and educators of color have disproportionately come under attack. Let's discuss what we need to know and how we can educate our students to fight back against these more covert forms of censorship. We will explore current national efforts and tools available to support us in this struggle. (Abby Ferber)

Engaging White Men: Understanding and Inspiring the Least Represented Group in Racial and Gender Justice - Intermediate

White men are the least represented demographic in most social justice work, and there is an urgent need to address the harm white men are causing to themselves and to others. White men hold the majority of the power (privilege, wealth, political access, etc.) in America, and as the main offenders historically and today, they hold the primary responsibility to address problems they have created and perpetuated. The presenters are two white men who are co-facilitators and collaborators on a project focused on understanding the racial and gender identity development of white men. Based on their work and research, they have designed a course and working framework to help white men process, analyze, and resolve gendered and racialized challenges in the workplace. In this interactive session, the presenters will share some early findings from their research, along with their course and framework. The majority of the session will be an opportunity for participants to collaboratively engage in a component of the coursework (suitable for participants of all racial and gender identities). (Andrew Knips and Brendan Turner)

False Prophets in Sheep's Clothing but Inwardly are Snake Oil Salesman - Beginner

In the nation's history, the weaponization of race has evolved and become more sophisticated, the naming of the weaponization has become more gendered and racialized. In this workshop, participants will deconstruct inconsistent allyship, ally fronting and power hoarding at the hands and manipulation of white men in the workplace and in society. In this presentation, participants will learn traits of allyship, advocacy, and accomplices and historical context of Aldon, engage in collective audience stories about their experiences in working with Aldon and discuss workplace and personal strategies to work with Aldon. This presentation's design stems from the theoretical foundation of Critical Race Theory tenet Interest Convergence. Participants will engage in the presentation through whole group discussion, participant-to-participant conversations, watch videos, and hear first hand accounts of Aldon ally manipulation. Co-facilitators will engage participants by modeling and navigating challenging conversations of what true allyship, advocacy, and accomplices entails and looks like consistently. (Heidi Lee and Dr. Marcellus Davis)



Are your up to The Challenge©?

The Racial Equity Habit Building Challenge© is used in all 50 states plus 7 different countries and averages 50,000 website visits per month. The editions are adapted by local and nationwide businesses, nonprofits, and international organizations.

Challenge© Editions: Original 21-Day Racial Equity Habit Building, Better Listening, Crisis & Opportunity, Educator, Indigenous, Juneteenth, #MOOREselfCare, Protest & Rebellion, Recovery, plus Youth, Race, Faith & Moore.

Learn MOORE at: AmericaandMoore.com



From Resource to Inconvenience: Moving Towards Stable and Self-Regulated Black Bodies - Beginner

The goal of the session will be to enhance the awareness of systemic racism in the areas of Black maternal health and sports/athletics to move participants towards agency or allyship in the self-regulation of Black bodies. My professional goal is to convert unstable-regulated Black bodies to stable and self-regulated ones. The session will share research and insight from my experience as an elite athlete and birth doula. (Tanasia Lea)

Going Deep: A Racial Healing Circle - Beginner

Racial healing circles are a tool and methodology for working towards inclusion and equity. They are not a solution but a process, designed to put us on the right path. The Racial Healing Circle process is designed to go deeper into the heart space. This process encourages us to tell our stories and to listen deeply to the stories of others. This work will enable us to see our humanity and ourselves in others. When this occurs, we build trust and that trust is necessary for the courageous dialogue to take place which will lead to the transformed community we aspire to. (Quraysh Ali Lansana)

Guilt, Gender, & the New “White Rage” - Intermediate

How do we get past white guilt and move toward racial justice and healing? Exploring guilt as a gendered practice, learn how guilt is used in our own lives as a guidepost, a weapon, as social control. More broadly, learn how modern challenges to human rights are part of a long history of largely white men professing to protect primarily white women and children. Participants gain new insight into how guilt becomes a pawn for social control and learn how, through confronting and moving through guilt, we can build resilience for racial justice action. This interactive presentation includes pauses for reflection, dialog, and Q&A. (Jacqueline Battalora)

How Many Black Queer Scientists or Trans Asian Poets Can You Name? - Beginner

The ubiquitous nature of the straight white male canon in schools has led to generations of students who cannot imagine themselves in positions of innovation, power, and purpose. As we explore the imperative of representation within school systems and curriculum, participants will be challenged to expand their awareness of historically marginalized populations. Learn how our experiences working in schools led us to identify - and work to rectify - representation gaps across identities, gaps that are compounded by intersectionalities of race, gender, religion, and sexual orientation, to name a few. Hear about how our own experiences and research compelled us to found a school, and challenge yourself to commit to actions in your own realm of influence. (Julie Galles and Megan Galles)

How to Promote Racial Equity in a Predominately White School and Community - Intermediate

“New Trier High School is a large, highly resourced high school, located in a predominantly white suburb north of Chicago. As a result, students and staff may not see many people who look different from them. Conversations about race can feel personally irrelevant, and therefore obligatory and rote. We discuss our history and the steps we took to assure that staff and students understand that talking about race is an important lesson in critical thinking. We talk about the strategies and the pushback we have experienced and how we have responded. We also review our work with students and our responsibility to provide them with skills that will equip them to function in an environment beyond the “bubble” they are living in. (Pat Savage-Williams, Tim Hayes, Amy Offenbach, Jude Eliacin, Kristan Kenny)



Dr. Eddie MOORE Jr.
“Dr. Diversity”

Founder, Author, Leader,
Unifier, Top Speaker,
& Effective Educator

Let's Connect!

eddieknowsmoore@gmail.com



AMERICA & MOORE

3.0 approach to DEI and antiracist trainings, coaching, workshops, and implemented actions

Developed from research

Serves national corporate, educational, nonprofit, and community organizations

Creator of the 21-Day Racial Equity Habit Building Challenge©

Proven, experienced, and action-oriented team



Joshua V. Barr, Esq.



Dr. Carmen Iannarelli



Dr. John G. Igwebuike



Dr. Marguerite Penick



Dr. Daniel Zinnel

TEAM

AmericaandMoore.com



I Relate: White Folks and the Power of Connection and Accountability - Intermediate

Part of the construct of whiteness is white folks seeing themselves as separate from other white people. Patterns like distancing ourselves from other white people, positioning ourselves as “good white people” or forgetting our own racial journey, maintain the status quo and reinforce white supremacy. What if, as white folks, we saw our humanity within one another while we held each other accountable? This interactive session will explore and practice skills to keep ourselves as white folks focused on dismantling racism in oneself and in others through connection and engagement. (Beth Yohe)

Keeping Literature In and Whiteness Out - Intermediate

The current political climate has created a barrage of teachers, predominately white, who shy away from “controversial” literature, which we refer to as inclusive, relevant and engaging literature. The students who are most harmed by the loss of literature that reflects their lives are those truly marginalized by white supremacy. To not only return, but increase the use of literature inclusive of those who have been traditionally and historically represented in the educational process, educators must be skilled, and willing, to not only include the literature in their classrooms but to also engage in honest conversations with their students. This workshop includes a plethora of quality literature as well as recommendations for engaging in those conversations. (Marguerite Penick, Chelsea Fasse, Katrena Leininge)

Leading White Accountability Groups: Dilemmas and Challenges in These Times of Insecurity - Intermediate

In these times of enduring white supremacy and insecurity, it is critical that we increase the internal capacity of white leaders and change agents to effectively partner with their colleagues of color to manifest real, sustainable change. White Accountability Groups can be a powerful format to develop the critical competencies to co-create anti-racist organizations. Unfortunately, white co-conveners of these professional development sessions run into numerous, often unexpected resistance, barriers, and difficulties. In this engaging workshop, leaders of white accountability groups will discuss common dilemmas and challenges they face as we collectively explore and imagine approaches and strategies to effectively navigate these difficult dynamics. (Kathy Obear)

Learning and Teaching While White: Antiracist Strategies for School Communities - Intermediate

For too long, White educators have relied on people of color to make change to a relentlessly racist school system. Racial equity will not come until white educators recognize their role in supporting racist policies and practices, and take responsibility for dismantling them. Drawing on our book by the same title, this workshop will explore how white racial identity impacts our work as educators with students, families, and colleagues and the role of white antiracist affinity spaces in promoting antiracism. In addition to important curricular considerations, we will review pedagogical approaches for promoting racial equity, including our study on how race impacts teacher feedback and what we can do to ensure success for all of our students. With an understanding that we will be focusing on whiteness and will be speaking from a white perspective, all are welcome. (Jenna Chandler-Ward and Elizabeth Denevi)

Let's Talk About It: Post-Keynote Panel Discussion - Beginner

By day two of WPC, it's common to feel a little overwhelmed by all you're learning. The information we're receiving is powerful and honest, and we need time and space to digest what we're learning. You're invited to join us, a panel of experienced and dynamic storytellers, who will process the teachings of WPC keynote presentations. The Comadre Speakers Collaborative is a diverse collective of thought leaders in the DEIJB space. Using the same values that guide our work – storytelling, vulnerability, learning in public, centering marginalized perspectives, holding space for accountability – panelists will discuss what we can learn from the keynote presentations at WPC this year, and how we can incorporate that learning into our lives post-WPC. (Comadre Speakers Collaborative)

Microaggressions—The Messages and Strategies to Respond - Intermediate

This workshop will begin by providing participants with the opportunity to learn what microaggressions are and give insight into how they frequently present in the workplace. Focusing on various types of microaggressions and the messages they send. Participants will be guided to reflect on how their own biases manifest into microaggressions. Additionally, participants will learn constructive strategies for dealing with microaggressions in professional environments. The workshop will close with participants reflecting on their role in mitigating the harm of microaggressions. (Carmen Iannarelli)

Navigating Stress Workshop for Professional of Color - Intermediate

Embark on a transformative journey tailored for DEI professionals of color, directly addressing the painful realities of our roles. As advocates for change, we grapple with daily challenges – facing resistance, tackling microaggressions, and often being the sole torchbearer charged with the responsibility of improving systemic issues. In this workshop, Dr. Alice Ragland, a professor and stress management consultant who also has over 10 years of experience in diversity, equity, inclusion, and social justice education, will guide you through a healing session focused on confronting these stressors head-on. We will dive into an exploration of common triggers, navigate the unique stress landscape that we face in this challenging work, and craft a personalized plan to combat burnout. This workshop is not about eliminating workplace challenges; it's about acknowledging them and empowering you with tools to navigate the path forward. While crafted for DEI professionals, all are welcome, including educators seeking tools to manage stress in their unique roles. Join us for a crucial step in alleviating the profound impact of toxic stress as you continue your vital work in the DEI space. (Alice Ragland)

Navigating the Legislative Landscape: Protecting Queer and Trans People of Color - Beginner

In recent years, the legislative landscape has witnessed a concerning surge in targeted measures adversely impacting queer and trans people of color. This presentation delves into the intricate web of discriminatory laws and policies, aiming to equip attendees with a comprehensive understanding of the challenges faced by these communities. We will explore the intersectionality of race, gender identity, and sexual orientation, shedding light on the unique vulnerabilities experienced by queer and trans people of color in the face of legislative attacks. (Dedrick K. Perkins)

Oklahoma's Legacy of White Supremacy, Land Back, McGirt and Killers of the Flower Moon - Beginner

Lance Kelley, Muskogee Creek and Wilson Pipestem, Osage/Otoe are Oklahoman's, both being raised in Oklahoma, having known each other since their college days at OU and OSU, and have continue their close relationship today. Both will share their family's history, knowledge, and experiences as Oklahoma tribal citizens. Topics will include Oklahoma land grab history, past and present, tribal sovereignty, and pop culture, with the recent movie Killers of the Flower Moon, which Wilson had a part in the development of it. (Lance Kelley and Wilson Pipestem)

Operationalizing Love: Centering Love In our Social Justice Work - Beginner

Love within the US context which is often defined in overly individualistic, anemic, and depoliticized ways. Why? What of love and its role in social transformation? We will analyze the ways in which the everyday notion of love operates as a tool of oppression and perpetuates white supremacist ideology to diminish our capacity for collective transformation. Additionally, we will interrogate our own practices using a Critical Theory of Love framework to ensure we are helping each other heal. (Durryle Brooks)



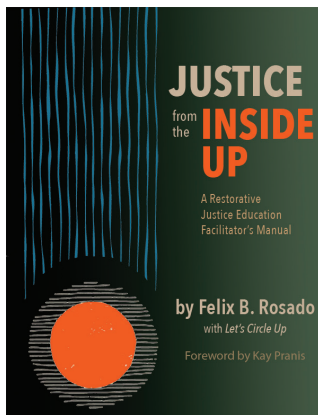
We are proud to support the White Privilege Conference in its 25th year.



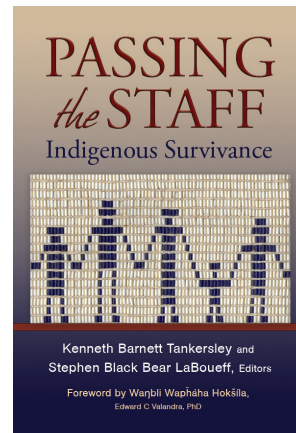
Living Justice Press

Books about restorative practices ▪ Anti-racism and decolonization
Building restorative school communities ▪ Indigenous justice

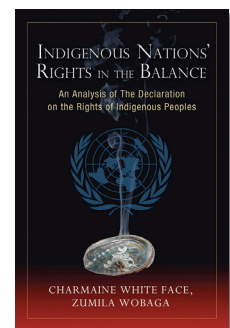
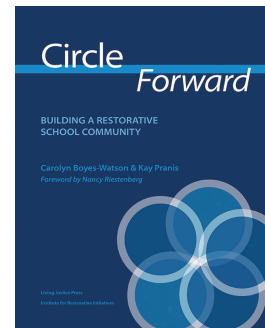
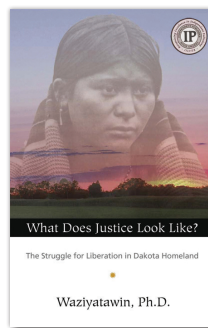
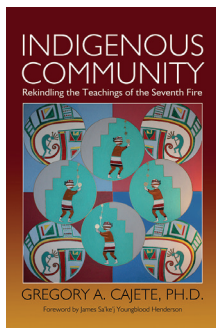
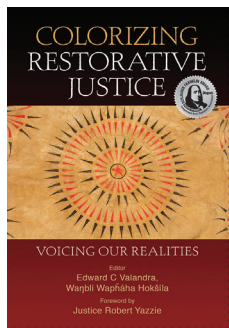
*New!
Coming
July
2024*



Justice from the Inside Up: A Restorative Justice Education Facilitator's Manual is a project of restorative justice education, a philosophy, and a movement. It holds that RJ education, if done well, is also an RJ practice. Felix Rosado, along with the "Let's Circle Up" group, developed this RJ education manual at Graterford Prison in Pennsylvania



Passing the Staff: Indigenous Survivance
"In Passing the Staff, the stories present a collective Indigenous voice recounting our experiences within a settler society . . . The contributors' collective voice spans decades [and] shares the experiences of Elders to succeeding generations."
—from the Foreword by Wanbli Wap̓háha Hokšila



<https://livingjusticepress.org> ▪ 651.695.1008

ljp@livingjusticepress.org

Pre-Conference Institute Follow-Up: Transformative Leadership in Action - Intermediate This workshop is an exclusive opportunity for conference participants who previously attended our Pre-Conference Institute: *Transformative Leadership in Action: Understanding Cultural Humility Through Group Dynamics*. Building upon the powerful foundations laid during the institute, this follow-up workshop elevates and continues to make sense of your journey. In this transformative experience, we delve deeper into the concepts of cultural humility, perceptions, and bias, continuing our quest to dismantle systemic inequities. It's a space for those who are committed to implementing real change and carrying the torch of transformative leadership.

Together, we reinforce our commitment to dismantling oppressive structures and fostering a more just and inclusive world. If you attended our Pre-Conference Institute, this workshop is your opportunity to solidify your understanding, connect with fellow participants, and leave with a practical roadmap for change. (June Cara Christian)

Racial Code Switching: Understanding & Addressing the Double Standard - Intermediate

This workshop provides an affirming and open space for BIPOC individuals to explore the historical roots and social context of racial code switching. Racial code switching describes the many ways that we change ourselves to fit into white dominant standards and norms – from the way we dress and wear our hair to the way we speak. Delving into the unique mental health consequences associated with racial code switching, participants will gain profound insights into the emotional and psychological impact on BIPOC professionals navigating these intricate dynamics in predominantly white workspaces. This workshop encourages critical reflection while equipping participants with the tools needed to address challenges related to racial code switching and foster supportive environments within their professional lives. Through engaging discussions, real-life case studies, and interactive activities, attendees will leave with heightened awareness and practical empowerment to begin the journey of showing up as their full selves. (Alice Ragland, Eddie Moore, Jr., Marguerite Penick)

Racial Healing Experience-Sharing Your Story - Beginner

We host a facilitated, interactive conversation surrounding race, identity and transformation. We will utilize skills and practices derived from the teachings of Dr. Gail Christopher to work with participants on relationship building, building trust and sharing your story. Participants partake in an hour and a half experience where they will practice key elements to building relationships with persons they don't know or who may have a different cultural or ethnic background. (Boonikka Herring and Khyrinn Herring)

Re-Rooting Equity and Inclusion Leaders for the Next Round of Justice Work - Intermediate

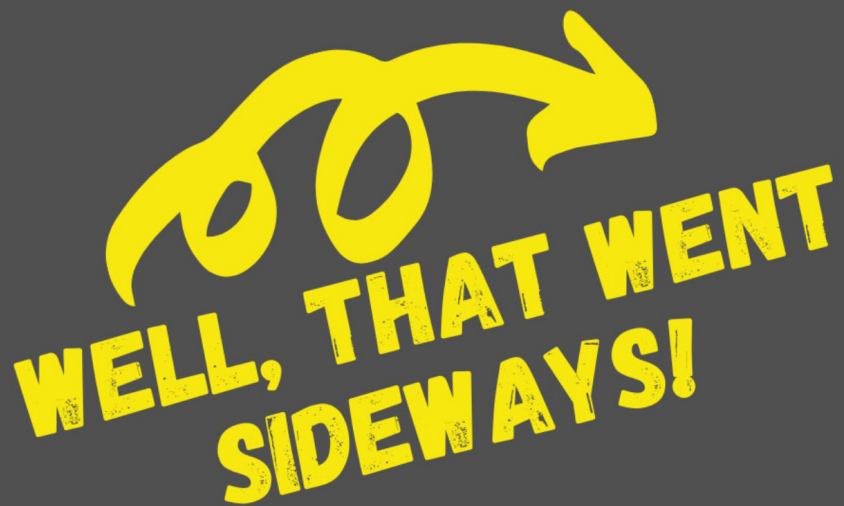
The demands and pressures placed on Equity and Inclusion Leaders to create change, develop EDI strategic plans, mentor and coach both superiors and peers can be overwhelming. These demands are in addition to navigating a global, national, and local context that is oppressive and can feel exhausting. All of this can leave Equity and Inclusion Leaders with little time to reflect on their own intentions and feel disconnected from their purpose as both professionals and as individuals and feeling hopeless. During this session participants will be led through a reflection process intended to recenter their values, purpose, and intended impact as a leaders committed to justice through an identity lens. As a result of the reflection, the participants will create their personal Equity and Justice Leadership Statement and have the opportunity to share their statements with the community. The community will then discuss how to utilize their Equity and Justice Leadership Statement in their day-to-day work to remain values aligned, engage in difficult conversations, and navigate oppressive systems with integrity and purpose. (Alejandro Covarrubias)

Recognizing and Disrupting Tools of White Supremacy Culture Part I - Advanced

The purpose of this two-part session is to improve the ability of participants to recognize and disrupt characteristics of white supremacy culture in their own behavior and at their institutions. In Part 1, participants will use a survey instrument developed by the facilitators to assess the extent to which ten characteristics of white supremacy culture are manifested at the interpersonal and institutional levels. In Part 2, participants will discuss institutional-level scenarios and then will apply the awareness gained from the survey results and scenario discussion to begin an action plan for recognizing and disrupting characteristics of white supremacy culture. This session builds upon previous work by Okun, Morgan, and Tochluk by enabling participants to assess which characteristics are most salient in their lives in order to focus their efforts at disrupting white supremacy culture most effectively. This session will be beneficial for participants who are aware of the characteristics and impacts of white supremacy culture and want to build skills in recognizing and disrupting these cultural norms in the context of their institutions. (Chianti C. Blackmon and Dr. Rosie Bolen)

Recognizing and Disrupting Tools of White Supremacy Culture Part II - Advanced

The purpose of this session is to improve the ability of participants to recognize and disrupt characteristics of white supremacy culture in their own behavior and at their institutions. After completing a survey, participants analyze and discuss scenarios illustrating the dynamics of white supremacy culture. Participants apply the awareness gained from the survey results and scenario discussion to begin an action plan for recognizing and disrupting characteristics of white supremacy culture at the individual or institutional level. This session builds upon previous work by Okun, Morgan, and Tochluk. The workshop is beneficial for participants who are aware of the characteristics and impacts of white supremacy culture and want to build skills in recognizing and disrupting these cultural norms in the context of their institutions. (Chianti C. Blackmon and Dr. Rosie Bolen)

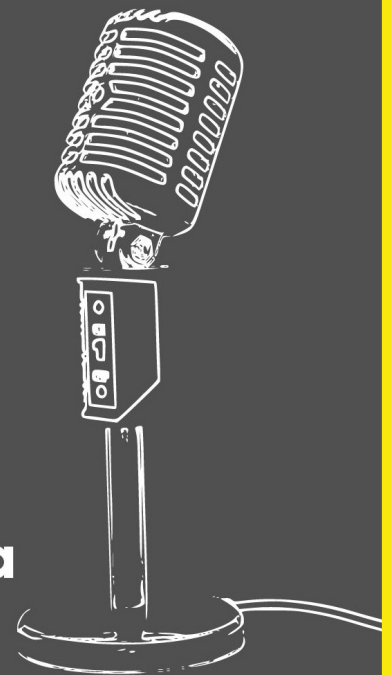


**WELL, THAT WENT
SIDEWAYS!**

Proud sponsors of #WPC25Tulsa

Conflict is complicated. This podcast can help.

New episodes twice per month | sidewayspod.org



Restorative Reunion: A Meditation for Transformation - Beginner

Dive deep into the heart of healing and transformation with “Restorative Reunion,” a workshop designed to explore the power of mindfulness and meditation in the journey towards racial equity and understanding. This session offers participants a safe space to reflect on the impacts of white privilege and systemic racism, fostering a transformative process through guided meditation practices. Together, we will embark on a journey of personal and collective healing, aiming to bridge gaps and build stronger, more inclusive communities. Prepare to open your mind, heal your heart, and engage in restorative actions that pave the way for genuine reconciliation and change. (June Cara Christian)

Social Justice and Healing Pedagogies: Transformational Practices in Action - Intermediate

Social Justice and Healing Pedagogies (SJHP) emphasizes the use of inquiry and experimentation. Using inquiry allows participants to conduct their own investigations to achieve a more accurate story of history. The pedagogies described in the SJHP include knowledge of history and culture, language, and traditions. This background provides students with the confidence and the tools to detect and address systemic bias and discrimination. The voices of family and community members should be honored and included. Participants will be introduced to the six sector Social Justice Pedagogies framework to understand the following concepts: Understanding the importance of history, culture, language, and traditions; Examining the roots of systemic racism; Raising critical consciousness; Using Storytelling and the arts; Uncovering the Wounds, Culprits, and Transformation; and, Recognizing the role of leadership, activism, activists, and change. (Aura Wharton-Beck and Joel Beck)

Teaching the YA Adaptation of White Fragility: White Agility and Beyond - Beginner

This workshop will introduce ideas and strategies for educators and parents who are seeking an age appropriate text for exploring system racism, social media, how to intervene with racist comments, how to stay engaged when experiencing racial stress, and most importantly, how each person can take action. The YA Adaptation of White Fragility, by Toni Graves Williamson and Ali Michael, meets young adult readers (and old adult readers) exactly where they are in 2024. Written by a multiracial team for a multiracial audience, the book invites people to see that each person in US society is critical to building a healthy multiracial democracy--and that everyone is needed to play their part. The authors will support workshop participants to consider what their part is--and how to help the youth in their lives develop the hope, agency, and agility to find their own. (Ali Michael and Toni Graves Williamson)

Unearthing Trauma: Mental Health and the Legacy of White Supremacy - Beginner

The objective of this interactive workshop is to explore the historical and ongoing impact of white supremacy on the mental health of people of color. By creating a safe space for dialogue, we aim to foster learning, empathy, and self-awareness, while providing attendees with tools to address their mental health needs effectively. (Jamal Givens)

Unraveling the Transphobia, Homophobia, Racism inextricably intertwined in systems of White Privilege and White Supremacy - Beginner

In Part 1: We explore the history of the LGBTQIA + liberation movement and peel back the long and often interconnected history and presence of transphobia, homophobia, racism, misogyny, and how white privilege and white supremacy are inextricably wound into it all.

In Part 2: We model and practice honest conversations across differences to establish trust and constructive allyship. We will build greater awareness and understanding by exploring visible and invisible identities, identifying roadblocks to collective liberation, and strategies and tools to help us move through and beyond. (Daniel Zinnel, Tanasia Lea, Kari Tank-Nielsen)

Waiting to Exhale: Women of Color Doing the Work - Intermediate

While there has been an unprecedented demand for anti-racism training since 2020, there has been the equal whiplash of trying to silence the work in educational and corporate settings through political aggression. In this session, four women of color practitioners discuss the impact of the anti-racism training demand and the recent shuttering or silencing of anti-racism and Anti-DEIB initiatives on practitioners of color. They share key reflections and lessons learned in the last four years; their rationale for using: and, cultural competence as a framework for inclusion, and methodologies for successfully integrating intercultural and inclusion concepts and practices into DEIB trainings. Participants gain a deeper understanding of the complexities of our identity as practitioners; how to ensure our mental and physical health is a priority; and how cultural competence is used as an approach to diversity, equity, and inclusion to explore issues in local and global contexts. Lastly, they discuss how anti-racism, intercultural, and inclusion intersect. (Kelli McLoud-Schingen, Amanda Chastang, Natasha Aruliah, Tamara Thorpe)

What Do I Say Now?: Strategies for Responding to Microaggressions - Intermediate

Microaggressions (the commonplace verbal, behavioral or environmental slights, whether intentional or unintentional, toward people from marginalized groups) have myriad harmful impacts. Many people want to say something when they hear statements they find offensive or ill-informed, but are at a loss for how to do so. This interactive workshop will provide participants with a range of practical strategies for addressing racial (and other) microaggressions as a recipient, witness, or enactor. There is no one way to effectively respond in all situations, therefore we need a toolbox of skills at our disposal. We will explore things to consider when deciding on a response in different situations and will discuss how to apologize when we enact a microaggression. Participants will have the opportunity to practice responses and will leave with a range of strategies they can use and share with others. (Diane Goodman and Ann Marie Garran)

What's Up With Grandpa: Older White Men's Perceptions of Justice - Beginner

So many of us have beloved older white men in our lives whose concept of Christian love is unfortunately limited to “faith, family, firearms, and freedom”. Columbia Theological Seminary doctoral candidate Rev. Natarsha Prince Sanders will present her research, which explores the impact of white supremacy on white males 70+ who grew up in Christian households. What do Biblical Justice and Christian Nationalism have in common, and what makes men turn towards one or the other? Together we'll brainstorm strategies for helping the white Christian grandpas in our lives move toward a life of love and justice. (Rev. Natarsha Prince Sanders)

Youth Action Project

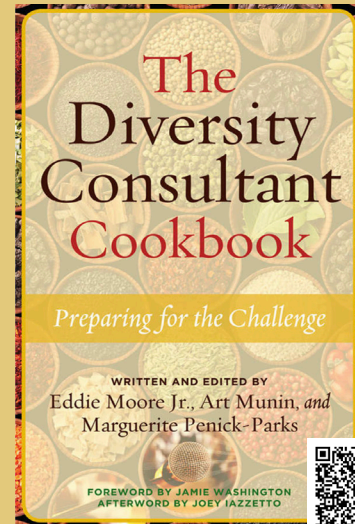
What is the Youth Action Project (YAP)? A team of experienced facilitators provide a safe and challenging space, geared toward youth of ALL ethnic backgrounds, who are committed to understanding and dismantling white supremacy white privilege, and other forms of oppression. YAP is a 3-Day deep dive into issues related power, privilege, supremacy, leadership and an analysis of how systems of institutional racism (all forms of oppression) operate within the nationally and internationally. (Youth Action Project)

**Black Wall Street & Greenwood District Tours
Sign Up at Registration**

The Diversity Consultant Cookbook

Find the guidance to prepare, get going & succeed

Written to advise how to get started in and develop a career as a diversity consultant. The cookbook metaphor reflects how the little things can make a significant difference in the final outcome.



By Eddie Moore Jr., Art Munin & Marguerite W. Penick



Little E: The Big Misunderstanding Author Dr. Eddie Moore Jr. & Illustrator Tyrus Tgsketch

“Wow! What an experience! Dr. Eddie had the students engaged in his book with a powerful selfmotivating message. His voice and energy let the students know that he was in control of the presentation, while allowing them to feel welcome to be part of the reading. He was honest and thoughtful during the question-and-answer section of the presentation. Dr. Eddie connected with the students on their own level and let them feel like they could be anything. ‘Kids Are Smart!’”



Mrs. Kloppenborg, 4th Grade

Let's Get REAL: Friday



21-Day Challenge© Live Panel - Beginner

Food Solutions New England (FSNE), the first organization in the world to adapt the 21-Day Racial Equity Habit Building Challenge© into a nationwide, network-wide, coordinated curriculum, will be hosting their 10th annual challenge during WPC's 25th anniversary conference. The idea is to live stream a panel discussion exploring the design, impact, and uses of the challenge for FSNE's audience of thousands as well as for WPC conference goers. This Part I offering will be followed by a hands-on, design-your-own Part II session. (Debby Irving, Marguerite Penick, Eddie Moore, Jr.)

Addressing Anti-Blackness and White Supremacy Through Organizational Frameworks and Practices - Beginner

This workshop will revolve around the contents within my toolkit and workbook, *The 400 Year Holocaust Toolkit and Workbook: Changing and Shaping Culture One Leader and Practice at a Time*. The toolkit and workbook help leaders and practitioners incorporate anti-racism strategies into their organizations. This workshop covers creating, implementing, influencing, and shaping antiracism practices. Attendees will gain insights on using antiracism practices to develop policies for their organizations. The workshop also focuses on practicing skills and scenarios to assess leaders' racial literacy and competence. I geared this interactive workshop towards people who are trying to move from talking and planning into action and accountability. Participants will gain practical strategies, tools, and practices to address racism in their organizations; specifically to address anti-blackness and white supremacy. (Dante King)

Beyond Book Clubs: Organizing a Transformational, White Antiracist Learning Journey - Intermediate

Amid significant backlash against all things related to Diversity, Equity, Inclusion, and Justice (DEIJ), we must expand the family of people invested in antiracism and social justice. To do so, we must organize learning groups that support the long, slow work of uncovering the nuances of white supremacy while cultivating the knowledge, skill, emotional capacity, and sense of community necessary for effective action. A free, 14-part dialogue series aligned with the book, *Witnessing Whiteness: The Journey into Racial Awareness and Antiracist Action*, can help. This highly interactive workshop invites participants to explore free agendas, handouts, and facilitation guides and consider how to implement the series in their community. (Although not exclusively useful for white audiences, this series is most often implemented as a white affinity learning experience.) (Shelly Tochluk)

Black, White, & Latina: Teammates in Systemic Change - Advanced

Dismantling White supremacy and creating systemic change is challenging and rewarding work! The three presenters will discuss their various roles in the complete implementation of an entire master's level program. They will discuss the ten-year process and commitment required from each of them to institute this massive change. Each will highlight how their own racial identity and the racial identity of one another was used to bring about these changes. The discussion will include logistical and politics that needed to be navigated to implement such a change. (Dr. Tina Paone, Dr. Nicole Pulliam, and Dr. Vernon Smith)

Breaking the Privilege Frame: Developing Mutual Interest in Dismantling White Supremacy - Intermediate

This workshop argues that white people's true self-interest is a world free from racism and explores the obstacles and barriers to developing that self-interest. (Ryan Virden)

Challenging White Supremacy by Healing White Jewish Bodies, PART 2 of 2 - Advanced

****ATTENDANCE OF PART 1 IS REQUIRED TO ATTEND PART 2****

This double workshop provides 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 white supremacy and achieve collective liberation. ****NOTE: This is an antiracist space for people who identify as BOTH white and Jewish.**** (Sarah Hershey)

Credentialing 101 - Beginner/Intermediate

Credentialing is the term I use to capture the common claims white people make to establish our lack of racism. Credentialing functions as a kind of certificate of completion, preempting the person from any further implication. Unfortunately, our evidence is not convincing and does not signal that we "get it." Most often, credentialing signals just the opposite. This session will overview the most common forms of credentialing that progressive white people use and challenge each of them from an anti-racist perspective. We will consider how we can we stop telling and start showing. (Robin DiAngelo)

Cultural Navigation in White Spaces: Axiology, Values, and Preserving Identity in the Face of White Supremacy - Intermediate

In the contemporary landscape, the intersection of race, culture, and institutional structures creates a unique challenge for BIPOC individuals who navigate white supremacist systems daily. Our workshop, titled "'Shifting Paradigms: Navigating White Supremacy with Axiology, Epistemology, and Logic,'" seeks to explore innovative approaches to maintain one's sense of self within these environments. Drawing inspiration from Dr. Nichols' framework of Axiology, Epistemology, and Logic, we delve into the exploration of culturally based ethnic differences. The journey from "'going to work white and coming home Black'" is a nuanced experience that demands a deeper understanding of the roots of human difference. The workshop underscores the significance of Axiological Ethics, revealing how competition for resources can shape societal acceptance. This knowledge equips BIPOC communities with a competitive edge, fostering a nuanced understanding of the existentialist realities that influence normative behaviors in diverse societies. Join us as we embark on a journey of self-discovery, resilience, and empowerment, navigating the complexities of white supremacy through the lenses of Axiology, Epistemology, and Logic. (Timothy R. Warren Sr.)

Expanding Options for Restorative Justice - Beginner

This workshop focuses specifically on the use of Restorative Justice programs in the criminal legal system. We examine the meaning of restorative justice, it's anti-oppression focus, and transformative potential. We discuss the argument that RJ should be made available as an option in cases of sex crimes. From an intersectional perspective, I argue that RJ has great potential to benefit both those who do harm and those who are harmed in cases of sex-related crimes, as well as the broader community. This potential should be examined as part of a comprehensive, anti-oppression, intersectional approach to changing the criminal legal system. (Abby Ferber)

Let's Connect



Facilitating Challenging Conversations in Turbulent Times - Intermediate

In this political moment when there are no commonly accepted truths, and language like DEI, Woke, and critical race theory are used with no shared understanding of their meanings, the skill of facilitating challenging conversations is more critical than ever. In this session, you will learn basic strategies for facilitating “difficult” conversations in a way that is aligned with your values and that builds connection and understanding rather than division. The skills in this interactive workshop can be applied to facilitating small group or team conversations, as well as to one-on-one interpersonal communication. (ananda de oliveira mirilli and Colleen Butler)

From Which We All Suffer: White Christian Supremacy and the threats to DEI - Intermediate

DEI work requires us to seek the rooted systems and structures of oppression. When institutions and organizations fail to include religious, secular, and spiritual identities as a part of DEI efforts, we perhaps unintentionally avoid White Christian Supremacy and its central role on racism, transphobia, colonialism, and misogyny. In this workshop, we take a significant look at the impact of white Christian supremacy on the current efforts to dismantle DEI, as well as the current anti-trans and anti-black movements in the United States. Further, this workshop will foster conversation which generates broader understanding of the current 2024 political election season, helping participants to highlights to roots of white Christian supremacy in both republican and democratic platforms and policies. White Christian supremacy is an often-unspoken reality of the racial contract, the eraser of native and indigenous identities, and the rise of nationalism in the United States. Narratives which focus on “white nationalism” or “white supremacy” are but missing a word which must be said out loud. This session also draws from the presenter’s book and their cycle of Christian domination. (J. Cody Nielsen)

Full Spectral Humanity: Black Expression as Antidote to Comfort Addiction - Beginner

Full Spectral Humanity is a workshop dissecting the nature of what is colloquially referred to as “comfort addiction”, or an inability for those of centered identities often in the global north/imperial core to tolerate discomfort or experiences too far outside of what they consider the norm. One of the ways this is observed is in reaction to the unrestricted expression of People of the Global Majority, namely Black people; throughout history, including in our modern context, these expressions have been criticized and criminalized, and this has implications in how human we are allowed to be. This workshop will identify what is comfort addiction, its attributes, how deeply entrenched it is in our criminal/legal system, and how the recognition of the full humanity of PoGM can pave the way for more vibrant futures for us all. (Jasmine Green, Treble NLS, Miracle Jones)

How Much Discomfort Is the Whole World Worth? Acknowledging the Cost of Racial Justice - Intermediate

Racial justice isn’t easy. Many of us in the work build trust with one another by showing our scars and telling their stories. Kelly Hayes and Mariame Kaba’s question in our title resonates with us as two colleagues in the work who have had to balance calling for change and the need to keep on keeping on in our shared struggles for justice and liberation. We don’t have the same stories. We don’t always agree on strategy. And what does it mean for this to be real and sometimes uncomfortable and also a necessary part of what it takes to build capacity for change? How do we recognize the multitude of ways that people have and are continuing to work toward racial justice? How do we make space for discomfort for the sake of shared goals? This is a story-sharing session for people who have been in it and are willing to be a part of collective healing for racial justice. (Jondou Chen and Gail Cruise-Roberson)

How Should We Talk With White Kids About Racism - Intermediate

Led by Black facilitator Nanette D. Massey, this workshop promises to be an engaging and provocative participatory discussion. Attendees will leave with more in their arsenal for complicated talks with their children than the barren platitude of “you should just treat everybody the same. (Nanette D. Massey)

Leading with Humility: Embodying Intersectionality and Believing in Transformation - Intermediate

This workshop focuses on embracing cultural humility and looking at leadership through a framework of shifting a narrative, racial healing and witnessing how a notion of separation is playing out. The presenter provides insight into a Truth, Racial Healing, and Transformation Framework put forth by Dr. Gail Christopher at the National Collaborative for Health Equity, that would be beneficial for our communities in creating and engaging with a collective transformative vision based in racial healing and building relationships. This workshop centralizes participants lived experiences and creates space for deep reflection on how our emotional bodies are holding dominant narratives and operating in our daily lives, work environments and challenging leaders. (Jordon Johnson)

Let Her Speak: The Impact of Womanist Theology in Religious and Public Spaces - Intermediate

The harm and impact of eisegetical Biblical interpretation has long been understood when confronting racism within American Christianity. Addressing the oppressive practices that arise from gender inequity (sexism) within Christianity are also important, yet less frequently discussed, especially when race and gender intersect and create a hierarchical oppressive state that is often ignored. What does it mean when the oppressed become the oppressor? How do we move forward and equity for all in religious and secular spaces? This workshop is an engaging, interactive, and impactful that takes a critical look at the importance of womanist ideas, specifically Womanist Theology, in spaces, both religious and public. We examine how Womanist Theology enters the religious, but perhaps more importantly, the public squares through several mediums, including politics and social media (#ListenToBlackWomen, #VoteLikeBlackWomen, #ProtectBlackWomen, etc.), and how it impacts public discourse. (Michelle Marks-Osborne)

Let's Get Mental - Beginner

An engaging attempt to begin the mental health dialogue. Is there a way to preserve and protect our mental health? like we do our physical health? Can we teach those we employ, or coach, how to do so? I believe we can and we should. Lets take a look at how by learning from celebrity examples, studying new strategies, and discussing how media portrays mental health in movies.(Eddie Moore III)

Leveraging Speaker Events to Build Sustained Community Momentum - Intermediate

Do you worry that your speaker events are one-and-dones that don't result in measurable DEI improvement? Are you concerned about burning out before you see real change? Whether your organization does a one-time event or a speaker series, let's think together about how to use the planning process to build relationships, disrupt dominant culture, and build capacity for future work. We'll explore ways to override practices that are steeped in oppressive, dominant culture norms, and ignite transformational culture that supplants whiteness and nurtures our humanity. Learn to: Build collaboration and community buy-in; build self-care and burnout prevention into the event planning process; maximize one-time events either online or in person; create brave spaces where vulnerability and courage flourish together; and plan for impact and momentum to reverberate far beyond the event itself. Ultimately, the goal is to put the planning process under the microscope and break out of the patterns that reproduce whiteness even as we engage in “the work.” (Cynthia Pesantez)

Living in the Universe of Tension: Approaching antisemitic and islamophobia responses to the Middle Eastern crisis through a lens of restorative and trauma informed justice - Intermediate

The current climate on college campuses in response to the Hamas attacks of October 7th has ignited a firestorm of antisemitic and Islamophobic responses. These responses, shaped by previously held policies which posture a hands-off approach to religion, are now contributing to significant worries that certain identities are being unprotected on campus. This session first offers solutions to what will be long-standing tensions and divisions between Arab, Palestinian, and/ or Muslims on campus with those of Jewish pro-Israeli individuals. Responses which have sought to simply diminish or ignore the problem, such as hosting shared space discussions, are backfiring. Instead, a trauma-informed approach which provides processing sessions and leads toward restorative justice efforts is necessary. This session offers guidance as to how professionals can consider these approaches over the next academic year. Secondly, this session provides frameworks from which professionals can begin to provide more inclusive efforts to support religious, secular, and spiritual identities (RSSIs) and their intersections. (J. Cody Nielsen)

Making the Invisible Visible: Disrupting White Adjacency in BIPOC communities - Beginner

The invisibility and omnipresence of whiteness can make it difficult for Black, Indigenous, People of Color (BIPOC) to see how we too can strengthen the systems of White supremacy and racism. This interactive workshop will explore and unpack the various ways that White supremacy is consciously and subconsciously perpetuated by BIPOC through the practice of White adjacency and White centering. Participants of this workshop will be encouraged to engage in self-reflection regarding their own lived experiences and potential insecurities that may have led them to engage in White adjacent thinking and behaviors within their personal and professional lives. Finally, this workshop will offer a space for participants to consider how can help to make the invisible system of whiteness more visible in order to deter and disrupt the practice of white adjacency. (Cindu Thomas-George)

Microaggressions—The Messages and Strategies to Respond - Intermediate

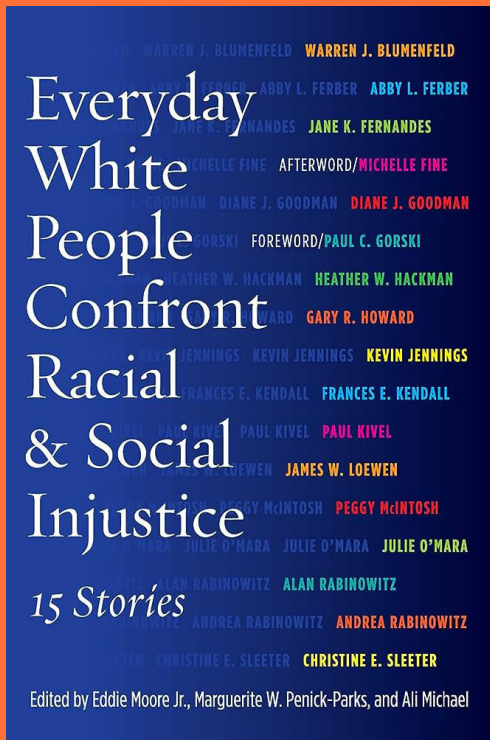
This workshop will begin by providing participants with the opportunity to learn what microaggressions are and give insight into how they frequently present in the workplace. Focusing on various types of microaggressions and the messages they send. Participants will be guided to reflect on how their own biases manifest into microaggressions. Additionally, participants will learn constructive strategies for dealing with microaggressions in professional environments. The workshop will close with participants reflecting on their role in mitigating the harm of microaggressions. (Carmen Iannarelli)

Re-Entry After WPC: Caring for Self and Preparing for Action - Beginner

The WPC experience is unlike any other conference you've attended. The community we create is loving, challenging, and unique. But what happens when we return home to our families and communities who didn't attend the conference? In this workshop we will explore the impact of our WPC experience and strategize specific actions we can take to minimize the shock of re-entry and maximize the benefits of our experience. (Vanessa Roberts)

Shades of Whiteness: How we participate in and perpetuate Whiteness - Intermediate

This interactive workshop will explore the omnipresence and complexities of whiteness. Participants will consider the historical and current social construction of whiteness and the factors that impact access to whiteness and white privilege. Participants will examine key terms and concepts that will guide them in understanding the various shades of whiteness and the ability and often times subconscious desire to assimilate into white dominant culture. Workshop facilitators (a South Asian American Christian woman and a White American Jewish woman) will share their personal and complex relationship with Whiteness to help illustrate the shades of whiteness that exist in



Everyday White People Confront Racial & Social Injustice

An eye-opening book for anyone who wants to understand the reality of what is involved in becoming a White antiracist and social justice advocate.

Fifteen stories explore the paths taken by those who have gone before and engage reflectively and critically in this difficult and important work.

*Edited by Eddie Moore,
Marguerite W. Penick &
Ali Michael*



multiracial spaces such as the United States. This learning experience will also offer the opportunity for participants to reflect and discuss their own relationship to whiteness and how they participate in, uphold, and challenge white supremacy. (Cindu Thomas-George and Diane Goodman)

SJTI Family: 25 Years of Lessons, Learnings and Insights - Intermediate

The current context of equity work calls practitioners to reflect on what has been done to understand where to go next. A panel of faculty from the Social Justice Training Institute (SJTI) will share reflections from the past 25 years of equity work. The SJTI founding faculty and the next generation faculty will also provide insight into the curriculum, for both professional and student, pedagogical approach, faculty development, continued self-work and impact of the institute for both individuals and the profession. Participants will engage in a rich discussion with other practitioners and educators committed to social justice and equity work and leave with connections and strategies to continue the next round (Rev. Dr. Jamie Washington, Beth Yohe, Dr. Kathy Obear, Dr. Alejandro Covarrubias)

Black Wall Street & Greenwood District Tours Sign Up at Registration

join our community of practice

"The nINA Collective is co-creating a supportive community where Equity & Inclusion practitioners can connect, collaborate and build strategies for individual and organizational transformation."

learn more about our membership at ninacollective.com



our services

The nINA Collective collaborates with individuals, teams and organizations to advance racial justice and belonging.



ORGANIZATIONAL
DEVELOPMENT & WELLNESS



ORGANIZATIONAL LEARNING
& TRANSFORMATION



ADVISING
& COACHING



ASSESSMENT

Speak Up, Speak Out - How to Create Your Own Podcast - Beginner

A podcast is a fun and exciting way to give voice to what matters to you! It's a great way to secure social justice at the forefront of our societal conversations and grow a podcast community into family. Team members of "Well, That Went Sideways" podcast, going into their fourth season, share how they imagined, developed and created their podcast through a lens of equity. Our podcast is a living, ongoing experiment in equity-based collaboration and invitational dialogue, that explores the many creative ways people make bridges across the divides of our varied human conflicts. If we can make a podcast, so can you! Bring your smartphone, tablet or computer and let's get started! This fun and interactive workshop will show you how. What participants will have the opportunity to explore: Clarifying what matters to you: what's your message? Identifying your podcast format. Building your team: collaborating across a diversity of identities and skillsets. Gathering your tools: what equipment and software do you need? Building your podcast community. Introducing your podcast to the world! (Norma Johnson, Alexis Miles, Alia Thobani, Mary Zinn, Jes Rau, Sam Fuqua)

Taking Action for Equity: Finding the Love in REVOLution - Beginner

What does it mean to engage in rEVOLution: to truly dismantle colonization and systems of oppression and to love one another? How do we learn how to love, share power, and tell the truth with compassion? What would change if we were love one another? Why do we take action? When we understand that the feelings that keep us stuck are part of the very systems of oppression we are hoping to change, we can begin to make different — often more liberatory — choices. This workshop helps ground and center participants in love as we learn about systems of oppression and everyday actions we can take to interrupt them. In this interactive workshop we center love. We then examine how our socialization within systems of oppression may hold us back from equity and liberation. We discuss barriers to action, as well as share some of the ways we have been socialized to conspire with of oppression rather than challenge it in the name of equity and social justice. (Natalie Thoreson)

The Cost of Inheritance: Reparations, Family, and the Road Ahead Screening, Talkback, and Scribing Session - Intermediate

THE COST OF INHERITANCE, directed by Yoruba Richen, explores the complex issue of reparations in the United States and takes a personal approach to understanding our history, systemic injustices, and inequities. We follow descendants of enslavers and the enslaved reckoning with their past, trying to find a just way forward as they expand the meaning of family across the racial divide. Through compelling personal narratives, community inquiries, and scholarly insights, the film aims to inspire an understanding of the scope and rationale of the reparations debate. The documentary features the narrative story of Lotte Lieb Dula and Briayna Cuffie, founders of Reparations4slavery.com, a portal for white families walking the path of direct repair. Also featured are Randy Quarterman and Sarah Eisner of The Reparations Project and Joe Stewart of the Georgetown University GU-272. (Lotte Lieb Dula)

The History and Power of the N-Word - Intermediate

The presentation focuses on the origin of the word and how it obtained its power in the United States. You will be provided with evidence of how heavily integrated the word is in our society and culture. This passionate talk places the audience in the position to feel the impact and effect the n-word has had on a race, community, and a nation. They will explore when it became acceptable to hear the n-word in music and in movies on television, and be amazed by the subtle spaces in our everyday lives where the word appears. How do you respond as an educator, student, and as a person? What things can be done as an institution to address this? These are some of the questions that will be addressed in this powerful workshop. (Antonio C. Williams)

Training for Courage and Energy: For White People Struggling with Fatigue - Intermediate

White people get tired of talking about race and then we pull away. We know we shouldn't, but our bodies react, and we turn from doing the very work that our Friends and Family of Color need us to do. How do we combat this fatigue? How do we navigate the guilt that springs up in response to the exhaustion, making us even more tired? This workshop will explore concrete strategies for re-energizing ourselves so that we can meet the moment of the coming year. The facilitator is White and will be addressing fatigue that is particular to White people. As always, people of all racial backgrounds are welcome. (Ali Michael)

Transformational Conversations: Moving from Fear to Curiosity - Beginner

Because dominant white culture encourages us to avoid conflict, many of us raised in it have not fully developed the insight, skill, and emotional stamina necessary to broach and navigate differences of perspective and opinion, especially when harm to a member of a marginalized group is part of the mix. Too often these unskilled conversations are completely avoided or broached only to go from bad to worse, leaving people in divided camps teeming with assumption and anger that further divides us and wreaks havoc on our communities. There is a different way. In contrast to the social norms of whiteness are norms and skills designed to develop the authenticity and courage necessary to deeply understand one another in ways that forge connection and develop resilience. This workshop will explore how to embed new, transformational norms into our personal and institutional practices. (Debby Irving)

Unearthing Apartheid's Legacy: Understanding Racism, Inequality, and Injustice in South Africa - Beginner

This workshop is meant to help people learn more about how racism, inequality, and injustice started in South Africa, with a focus on 400 years of colonialism and over 60 years of apartheid. The group will look at how these past events still affect society today, talk about how exclusion and oppression still happen in the post-apartheid era, and have productive conversations about how to make the future more fair. (Edwin Cleophas)

Using a Race Lens in Decision-Making and to Analyze & Revise Policies, Practices, Programs, and Services - Intermediate

A predictable trap for leaders and change agents is to over-focus on interrupting interpersonal microaggressions while ignoring the pervasive systemic barriers to racial equity and inclusion embedded in policies, practices, programs, norms, and services. In this engaging, interactive session, participants will experience and review practical resources and tools to implement in their daily activities to use a Racial Equity Lens to both analyze and revise existing policies, programs, practices, norms, and services as well as keep racial equity and inclusion centered in all planning and decision-making processes. (Kathy Obear)

What Has Gone Unsaid? - A Community Space for BIPOC Men to Expand their Capacity to Hold

Especially in the last four years, we have been cracked open, stretched, pulled, tugged apart by the pandemic, systemic racism, and other forms of oppression. While these multiple pandemics have forced many into survival mode for the last few years, men of color have historically been socialized throughout their lives to prioritize survival and pushing through over connection. Surviving this moment for many men of color has meant further isolation and disconnection, and yet this moment has also created opportunities for deep learning, reflection, and transformation if we are willing to put in the work. This session creates a space for BIPOC men to pause, reflect, practice, and engage with each other to build collective emotional capacity to be in better service of ourselves, our communities, and those we care about. As a community, participants reflect on the impacts the pandemic has had on them physically, psychologically, and emotionally, as men of color. (Alejandro Covarrubias)

White Privilege 101: Getting in on the Conversations - Beginner

Designed to benefit organizations and communities grappling with concepts and issues related to power, privilege, leadership, supremacy (cultural dominance) & Moore. What are the patterns of power and privilege that continue to drive our organizations, our communities and our nation apart? Where do they come from? How do they operate in our everyday lives, institutional policies, and cultural waters? How equipped do we feel to respond to emotional events such as the discrimination, oppressions, inequity and/or murder? Do we feel skilled enough to use them as teachable moments that create community and support those most impacted? This interactive and challenging workshop explores how the realities of COVID-19, racism, Black Lives Matter, removing of monuments, flag toppling, building renaming, and more relate to the impacts power, privilege and oppression have on workplace preparedness, programming, professional development and everyday community life. We will explore U.S. and institutional history and how both connect to today's many challenges and opportunities for progress. Finally, we'll learn and practice skills to support personal and institutional transformation amid chaos, protest, unrest, fatigue and the need for #MooreSelfcare. (Eddie Moore Jr.)

Woke Marketing & Communications - Intermediate

Is your brand truly being authentic to its core values? All. The. Time. Not just for one month of the year and not just in their marketing. They demonstrate it with their supply chain. They demonstrate it with their hiring practices. They demonstrate it with their internal culture. They ALWAYS demonstrate it! This is what we call Woke Marketing. In this session you will learn about #WokeMarketing's "3 Bees." A fresh perspective on marketing and communications and how today's audiences are expecting more and moving beyond the typical "dominant culture" messages into targeted outreach that suits myriad identities and how the marketing and communications disciplines relate to corporate social responsibility and intersect with diversity, equity, and inclusion. (Jefferson Darrell)



Let's Get REAL: Saturday

Art, Activism, and the Quest for Healing

Intermediate

This session delves deep into the realms of art, healing, and social justice, offering participants a unique opportunity to explore the powerful intersections between these domains. Throughout the workshop, Grace will guide attendees through an examination of “bubble stories” - narratives that reveal the pervasive prejudice, discrimination, and systemic inequality shaping our society. This workshop is designed to not only uncover and challenge the underpinnings of injustice but also to empower participants with the tools and knowledge for advocacy and change. Attendees will leave with a heightened awareness of the impact of art in social justice movements and inspired to contribute to the ongoing quest for healing and equity in their communities. (Grace Gee and Christian Ortiz)

Completely Unpacking the Invisible Knapsack: The Liabilities of White Privilege - How Whiteness Hurts White People - Intermediate

This 90-minute workshop offers an opportunity to dig deeper into our own invisible knapsack of white privilege. Participants are asked to reflect and examine whiteness 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 whiteness does to our humanity. 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. Everyone is welcome! (Michelle Chalmers and Christina Horner)

Dismantling Our Educational Caste System - Intermediate

In a survey conducted by Education Week, educators were asked to cite reasons for the achievement gap between Black and White students. Some of the answers included the motivation, parenting and genetics (Samuels, Ed Week 2020). In this interactive session, become a myth buster like your colleagues in HP/HP schools. Leave with tools to continuously self-assess your beliefs, your classroom, your school or district. School systems change when the educators working in them change their beliefs. Whether you are BIPOC or White, we all have internalized beliefs we need to unlearn. (Victoria E. Romero, M.Ed)

Don't Clip Our Tails - Beginner

This workshop is based off my Emmy-award winning spoken word piece of the same name. The poem describes how a white liberal understanding of social justice movements can be constricting, and that this constriction is misunderstood to be constructive to the cause. This can be otherwise encapsulated within the evergreen MLK quote from Letter of a Birmingham Jail: "...that the Negro's great stumbling block in his stride toward freedom is not the White Citizen's Councilor or the Ku Klux Klanner, but the white moderate, who is more devoted to 'order' than to justice; ... who paternalistically believes he can set the timetable for another man's freedom; who lives by a mythical concept of time and who constantly advises the Negro to wait for a 'more convenient season'." Don't Clip Our Tails will use the poem to deconstruct the elements of White Supremacy Culture and the subtle ways it manifests. (Treble NLS and Jasmine Green)



Cherry Steinwender
Executive Director & Co-Founder



Center for the Healing of Racism Internalize Oneness

Dialogue: Racism

The hallmark of the Center for Healing Racism – Dialogue: Racism – was developed to promote the sharing of thoughts, feelings, experiences, and perspectives among a diverse group of people. Teams of facilitators from different heritages create a safe, respectful environment where participants can explore the issues of racism and its repercussions. Information is provided by the facilitators on such topics as defining prejudice and racism, where racism originates, how racism is perpetuated, the forms of racism, and positive means for overcoming racism and healing its wounds. Participants are then encouraged to dialogue within guidelines that promote real listening and understanding. The Dialogue: Racism program is conducted in a 8-evening format of 2 hours each session or in an intensive weekend format of two 8-hour days. Workshops of shorter durations on more limited topics can be arranged to meet the needs of particular groups. We provide our education programs around racism, stereotypes, and xenophobia. The Center has conducted workshops in 40 states and 2 countries to spread our message.

CONTINUING THE EDUCATION AND DIALOGUES MANY INSTITUTIONS WILL NOT

centerhealingracism.org

Emotional Justice : A Workshop – Intermediate

Join this interactive workshop exploring the visionary racial healing roadmap Emotional Justice for you, your work, your organization and your leadership. We explore your relationship to whiteness and power, and how that relationship shapes how you see yourself and how you engage, work, lead. We explore notions of safety within an increasingly turbulent world with cycles of conflict and trauma, and how Emotional Justice may serve to support you in developing tools and resources. We wrestle with and navigate the future of DEI, which means shaping organizational culture through an emotionality of empathy and equity. (Esther A. Armah)

Examining the Historical Legacies, Depths, and Intersections of Legalized and Normalized Sexual Violence In America - Advanced

This session examines the intersections of the American legal, economic, and religious institutions of racialized rape (arranged and aimed primarily against Black women, girls, boys, and in some cases men), pedophilia, human sex trafficking, and enslavement. This experiential and interactive course content, examines the ways in which pedophilia and rape were infused into White legal, moral, political, economic, and governmental systems, and highlights the emergence of Black rage and anger as the result of White terror. We explore the teaching and reinforcing of Whiteness and anti-Blackness to White, Indigenous, and Black people, and others, during this period and beyond. This session deeply examines the premise of anti-Blackness/anti-Black racism as psychopathic and sociopathic. (Dante D. King)

From Me to We: Transforming and Growing an Equitable Food System with the 21-Day Racial Equity Habit-Building Challenge© – Beginner

This interactive session is designed to support folks designing their own version of the FSNE 21-Day Racial Habit Building Challenge to support transformation efforts in their networks, organizations, and/or communities. Participants in this session will come away with three things: 1) A shared understanding of the flow and mechanics of the Challenge, including its prompts and preparation sessions. 2) Awareness of skills, tools and strategies for both virtual and in-person environments for guiding others in movement building for equitable wellbeing, belonging and right relationship. 3) Ways to support a community of practice of racial equity facilitators. The FSNE Racial Equity Challenge Discussion Guide and other resources for your toolkit. (Karen Spiller and Curtis Ogden)

How Do We Talk with Everyone In the Family? Research-Based Strategies for Reaching People with Privilege - Intermediate

W.E.B. DuBois wrote about white privilege over 100 years ago, yet our culture is still grasping to understand privilege (psychologically, economically, socially, politically, medically, materially, etc.), especially how to disrupt it. In this interactive session, we will explore: how do we get more whites to recognize and resist racism; how do we get more men to combat sexism; how do we get more cisgender and heterosexuals to combat cisgenderism and heterosexism; how do we get more temporarily able-bodied persons to combat ableism; how do we get more economically comfortable people to combat classism; how do we get more Christians to combat Anti-Semitism, Islamophobia, and other forms of religious oppression. The goal of the workshop is to explore the barriers for folks with privilege to work toward liberation for all, and the strategies to remove the barriers. (Tiffany Taylor and Leslie Picca)

I'm Still Finding The Language: On Teaching Our Young People about Palestinian Liberation - Intermediate

Following Hamas' October 7 attack, global attention turned to Palestine as the Israeli army razed Gaza. Those of us who work with youth—whether as parents or educators—found ourselves faltering in finding the language to explain the ongoing situation to our young people. Some shirked from using the word “genocide” to describe what was happening in Palestine because, on some basic level, it feels uncomfortable to name the Israeli state as committing genocide when Jewish people faced genocide less than a century ago. Others wrung their hands as they decried, “It’s complicated.” And while Middle Eastern politics are complicated, while Jewish identity’s relationship to whiteness is also complicated, standing up for those without consistent access to food, water and safety is decidedly less complicated. All people deserve safety, full stop. All children deserve to live, full stop. In this interactive workshop, Abby Seeskin (a white Jew of Ashkenazic descent) as she explores her attempts to find language to digest the colonial history of Israel, the ongoing Nakba, and how modern Zionism perhaps reifies antisemitism through a white supremacist logic. She doesn’t always get it perfectly. She doesn’t have a perfect script. But in engaging in the longstanding Jewish practice of asking questions rather than searching for answers, she will lead us in an exploration of how we can distill what is most essential to teach our young people. (Abby Seeskin)

Let's Connect



Leading for Change: Centering Humanity as Your North Star - Intermediate

What if leaders led as the head of a supportive family system, caring first and foremost for the collective wellbeing of those within the team? What if leaders thought first of the humanity of their team, as siblings, cousins, elders, rather than of the bottom line or final product? While we collectively believe we have a role in shaping the change we wish to manifest in the world, what role exactly do leaders play in this effort and how significant is that role, anyway? This workshop aims to demystify the role of leaders in justice movements and equip them with values and behaviors that center humanity as an antidote to white supremacy culture. Participants will leave this workshop having articulated a Leadership North Star that will serve to guide them on their journey of liberating their leadership from the expectations of white supremacy culture. If leaders saw their followers as family, what change could be possible? (Robyn Bryers)

Let's Get Mental! - Beginner

An engaging attempt to begin the mental health dialogue. Is there a way to preserve and protect our mental health? like we do our physical health? Can we teach those we employ, or coach, how to do so? I believe we can and we should. Lets take a look at how by learning from celebrity examples, studying new strategies, and discussing how media portrays mental health in movies. (Eddie Moore III)

Mobilizing White Community Members Around a Shared History - Beginner

It often seems as though Black and white Americans live in separate worlds of experience and understanding. One starting point for that work is for non-black people of courage and conviction to come together to think and learn about the history that has shaped our world and worldviews. Justified Anger collaborates with history professors from UW-Madison to revisit the American past with justice in mind. Our purpose is to understand how African-American experiences have shaped the world we all live in, and how allies can find roles supporting racial justice today. This workshop will provide an overview of how Justified Anger has successfully mobilized over 5,000 community members to reckon with our shared history to create better allies who advocate for systems change. Participants will leave with an understanding of how they can bring this model to their communities. (Rasheid Atlas)

Our Equity Journey: Evanston Township High School - Beginner

Evanston Township High School is a very diverse district with roughly the following student demographics: 45% white 23% Black/African American, and 20%Hispanic/Latino 5% Asian. ETHS has a 94% graduation rate and is nationally ranked in the top 5% of high schools (sources: US News and World Report 2-21). ETHS's District superintendent, Dr. Marcus A. Campbell, Board President, Patricia Savage-Williams and other board members will share Evanston Township High School's equity journey. They will explain why race matters, what educational equity looks like in a large public high school that is racially diverse, and how they developed their Equity in Action program. You will learn how we got started and how we engaged our entire community including our Board of Education, in this work. Our collective goal is to effectively engage students, staff, parents, the Board, and members of the community, clearly articulate the goals and priorities of the District, and build support for the District's mission while increasing pride and trust in the school. You will have opportunities to reflect and plan for next steps in your own institutions to make the equity work more visible. (Pat Savage-Williams and Marcus Campbell)

Radical Rebellion: Defying Legislation to Teach Black History Unapologetically - Intermediate

Join me in exploring the radical rebellion against legislative restrictions on teaching Black History in public schools, facing challenges such as book bans and historical advocacy limitations. Despite these hurdles, I will share insights on how I and fellow activists have defied HB 1775 by establishing "Black History Saturdays," an independent school dedicated to teaching Black History. Through this session,

you will gain valuable tools and strategies for instigating change, organizing grassroots movements, and carving out spaces for marginalized narratives within your communities. Get inspired to take action and be the change you wish to see! (Kristi Williams)

Re-Entry After WPC: Caring for Self and Preparing for Action - Beginner

The WPC experience is unlike any other conference you've attended. The community we create is loving, challenging, and unique. But what happens when we return home to our families and communities who didn't attend the conference? In this workshop we will explore the impact of our WPC experience and strategize specific actions we can take to minimize the shock of re-entry and maximize the benefits of our experience. (Vanessa Roberts)

Teaching Beautiful Brilliant Black Girls: Removing the Blinders of Racism - Beginner

This workshop focuses on helping teachers better engage with, uplift, and celebrate the Beautiful Brilliant Black Girls in their classroom. The course we teach at Community Network Council (and in this workshop) seeks to bridge the gaps and remove the blinders of racism that prevent Black girls from receiving the education they deserve and reaching their full potential. In the book "Teaching Beautiful Brilliant Black Girls" Bettina Love teaches that, "A teacher, especially a White woman teacher, who approaches life with the idea that Black girls are essential to her own life and freedom, will teach with a love for humanity that will liberate all students." This workshop will focus on understanding the biases, both intentional and unintentional) that we carry into the classroom. We will dive into how an educator can make real and significant changes to their classrooms, schools, and districts to better serve the Black girls they have the privilege to teach. (Obra Kent and Heather Brady)

The "F-Word": Feedback - Intermediate

Most people don't enjoy giving feedback. Add a difference of race or gender and the discomfort grows exponentially, but that discomfort causes profound issues in workplace relationships and talent development. Through roleplay and hands-on activities, learn the importance of building relationships while navigating historical distrust, along with tactics on how to address white supremacy to provide culturally competent feedback. The goal is to get better at building relationships and developing talent by providing clear and actionable feedback to all people. (Ama Agyapong)

The Accountability Spectrum: Identify Your Personal Stake in Ending Oppression to Move Past Saviorism and Toward Moore Effective Allyship - Intermediate

Participants are invited to grapple with the tension between the desire to be a staunch ally for social justice and showing up unintentionally and/or unconsciously in saviorism. This common and too-often unexamined motivation of helping others is ineffective at best, and at its worst perpetuates or exacerbates harm. Exploring the question, "what's in it for me?" participants will work to identify the personal benefits of dismantling systems in which they currently receive structural advantages. Centering the experience of racial identity, facilitators will share their experiences as aspiring white allies for racial justice. However, this workshop may bring value to BIPOC interested in strengthening their allyship in social justice arenas where they may hold privilege, e.g gender, religion, ability status, sexual orientation, socio-economic status, etc. By attending this session, participants deepen their capacity to 1) recognize the personal benefits of dismantling systems of oppression, 2) use the Accountability Spectrum to assess their current allyship efforts, and 3) build a sustainable accountability practice. (Melia Dunn and Jason Sirois)

The Antiracist White Identity Roadmap: A Tool for Strategic and Healthy Engagement - Beginner
White people, we need to up our game and engage our families, colleagues, and communities more skillfully. This election year will undoubtedly require us to respond to racial appeals that seek to manipulate through fear and anger. To prepare for this, we need a tool that reveals underlying dynamics and helps us respond with precision. This highly interactive workshop offers a roadmap for white people (and anyone who works with white people) that can help. Introducing an expanded version of Helm's White Racial Identity model, the workshop will provide insight into common traps and how to help people emerge from them. Based on the book, *Being White Today: A Roadmap for a Positive Antiracist Life*, the authors will share signposts to help you strategically and more effectively engage the white people in your life. (Christine Saxman and Shelly Tochluk)

The Secret Sauce: Creating an Anti-Racist Mindset for White Students and Community Members - Intermediate

Racism continues to plague the United States and White people hold a key element to ending racism by adopting anti-racism practices in their professional and personal lives. This workshop, on the findings of a comprehensive systematic literature review, examines empirically-based anti-racism interventions and practices that teachers and community educators can utilize in anti-racism courses and workshops for White students and community members. Final results yielded 29 peer-reviewed, qualitative and quantitative research studies within the years of 2003-2021 that can be broken down into 6 anti-racism intervention categories: class/educational groups (around White privilege and oppression), teaching methods, Implicit Association Test (IAT) usage, pro-Black stories/perspectives, interracial dialogue sessions, and meditation. (Dennis Cornell and Deborah Kemp)

The Triple-A Affect: Access, Allyship, and Advocacy - Intermediate

"Education without action is entertainment." This workshop is meant to launch people into allyship action by helping those similar to them become more aware. With the world becoming more mobile and diverse, diversity, inclusion, culture, and equity (DICE™) have taken on a new importance in the workplace and the world. During this highly interactive course, participants will learn more about allyship and access, discuss examples of when allyship can be useful and how to approach every conversation using our LVC model and have fun practicing scenarios during class. This workshop will provide participants with a deeper understanding of allyship and advocacy, equip them with tools to combat bias and encourage them to become agents of change in their personal and professional lives, ultimately influencing decision-making at the individual, organizational, or systemic levels. (Ama Agyapong)

Understanding Intersectionality and the Heightened Impacts of Intersectional Oppression - Intermediate

Intersectional theory asserts that people are often disadvantaged by multiple sources of oppression..." (YW Boston). All systems of oppression are mutually-reinforcing, we are living under all of these systems of oppression at once in our daily lives. What happens when you are oppressed in more than one identity? This workshop reviews the foundations of the current US social system to understand the function of race and racism in the maintenance of our society, as well as how all systems of oppression work together. We discuss how having multiple targeted identities creates more and different opportunities for harm that are greater than the sum of their parts and why it is important to use this lens in our work. Attendees have an opportunity to begin thinking about their early learnings and socialization with respect to the various identities they hold, and begin to consider how holding space for all aspects of ourselves begins to create the changes we are hoping to see. (Natalie Thoreson)

Unearthing Apartheid's Legacy: Understanding Racism, Inequality, and Injustice in South Africa - Intermediate

This workshop is meant to help people learn more about how racism, inequality, and injustice started in South Africa, with a focus on 400 years of colonialism and over 60 years of apartheid. The group will look at how these past events still affect society today, talk about how exclusion and oppression still happen in the post-apartheid era, and have productive conversations about how to make the future more fair. (Edwin Cleophas)

White Supremacy in the Global Majority: A Space for us to Heal and Deal - Intermediate

This workshop is intended for individuals from the Global Majority racially AKA BIPOC communities. During our time together we will build community as a family and work through how the characteristics of white supremacy show up in us, at our workplaces and in our communities. We share stories and heal together as we process the hurt that comes from these actions. Topics such as colorism, toxic work culture, gaslighting, oppression olympics and more may be uplifted and discussed. People such as Kanye, Candace Owens, Ben Carson, the 5 black officers who murdered Tyre Nichols (RIP) and more that acquiesce to white supremacy. Come be with us in community as we heal and deal. (Latosha Cox)

White Women Who Teach Black Boys - Intermediate

Dr. Moore will deliver a challenging, informative, and action-oriented workshop filled with interactive, reflective, and practical exercises and activities designed specifically for White Women Who Teach Black Boys. The research suggests that many (white) teachers are unprepared for and in many ways unfamiliar with the cultural, social, and emotional needs of Black boys. The Guide for White Women Who Teach Black Boys hopes to also teach three main principles: 1) How to overcome unconscious bias and forge authentic connections with your Black male students (Understanding); 2) How to develop learning environments that help Black boys feel a sense of belonging, nurturance, challenge and love at school (Respecting); 3) How to change school culture so that Black boys can show up in the wholeness of themselves (Connecting). (Eddie Moore Jr.)



True Being Consulting

Feel. Heal. Be.

truebeingconsulting.com

Meet Our Presenters

Abby Ferber is professor of Sociology and Women's and Ethnic Studies and a co-founding Director of the Matrix Center for the Advancement of Social Equity and Inclusion (<https://matrix.uccs.edu/>) at the University of Colorado, Colorado Springs and The Matrix Center's signature programs: The Knapsack Institute: Transforming Teaching and Learning, and the Graduate Certificate in Diversity, Social Justice and Inclusion (both are open to people across the world, from all fields). She is the author/editor of seven books on privilege, oppression, white supremacy and intersectionality.

Abby Seeskin (she/her) is an educator working at Cary Academy, where she works as an Equity Coordinator and teaches classes on race, identity and literature to high schoolers. She earned her Ph.D. in English from Duke University in 2017. Beyond her life as an educator, she lives with her wife and preschool-age child in Durham, North Carolina and dreams of a more just world.

Adele Parks has been attending WPC since 2013 when she was a junior in high school. She started as a participant in YAP and has been a co-facilitator of the program since 2018. She has helped facilitate other TPI programs including the Diversity Leadership Institute summer camp in 2018. She has a degree in Sociology with an emphasis in Ethnic and Racial Studies, and recently obtained her K-6 Elementary Education license in Minnesota.

Alejandro Covarrubias is the President of Foundations for Hope & Justice Consulting. He has over 15 years of experience as an organizational development consultant grounded in equity, diversity, inclusion, and justice. Alejandro's professional experiences include serving as the Executive Director of Equity, Access, and Belonging at California Polytechnic University, Pomona and serving as an Assistant Professor in the Department of Leadership Studies at the University of San Francisco. He is faculty with the Social Justice Training Institute; a certified StrengthsFinder facilitator; and a Qualified Administrator for the Intercultural Development Inventory.

Ali Michael is the co-founder and co-director of the Race Institute for K-12 Educators. A nationally recognized speaker, writer, and facilitator, Ali is the author of *Our Problem, Our Path: Collective Antiracism for White People*, a book that is chock full of poignant stories, therapeutic strategies, and surprising humor. She is also co-editor of *The Guide for White Women who Teach Black Boys and Teaching Brilliant and Beautiful Black Girls*.

Alice Ragland is an experienced educator and entrepreneur. Alice is the founder of a consulting business focused on stress management for professionals of color. Motivated by the daily stress of navigating racism, she brings an unique perspective to the field. Additionally, Alice has certifications in yoga, stress management, and community health. She not only provides effective stress management solutions but also extends this passion to younger generations, empowering them with techniques to navigate stress and foster well-being. Outside of her business, she holds the position of Assistant Professor of Liberal Arts at Columbus College of Art & Design.

Ama Agyapong is a Diversity, Inclusion, Culture, and Equity (D.I.C.E) thought leader and nationally recognized Speaker & Master Facilitator who has expertise in teaching and promoting accountability and awareness around D.I.C.E, thus boosting the bottom line, ensuing transformational change, and adding organizational value. With an MBA in Global Management, she helps organizations leverage data and trends to identify and prioritize areas for improvement and develop & supervise the execution of action plans that provide metrics and improve accountability. Finally, Ama helps leaders learn to genuinely engage diverse populations to improve workplace culture, policies, and processes, with the goal of retention, belonging, and career growth.

Amanda Chastang is a Diversity and Inclusion consultant for OneOk. Amanda has been in the field of Diversity and Inclusion since 2016 and has worked in the educational and corporate sector. Mandy is a certified mediator and a qualified administrator of the Intercultural Development Inventory (IDI).

Amy Offenbach has been a school social worker for the last 18 years and has worked at a suburban Chicago High School for the last 14. She is an active member of the district Equity Team and Equity Committee within her department. She is a National SEED Facilitator and an affiliate of Pacific Educational Group.

ananda de oliveira mirilli is unafraid and unapologetic in their commitment to, and centering of, racial justice from a global & intersectional space, that evokes creativity and innovation in tackling deep seated inequities. As a skilled facilitator, ananda has engaged with thousands of youth and diverse professionals, building coalition and solidarity. ananda is a former member of the Board of Education of the Madison Metropolitan School District, Nuestro Mundo Bilingual School and Unidos Against Domestic Violence.

Ann Marie Garran scholarship focuses on the examination of racism, White Supremacy, and microaggressions and their effects on achieving anti-racism in the classroom and within higher education and the helping professions. Her current interests include organizational responses to racism against health care workers, the interplay of racism and psychological safety, and anti-racist/anti-oppressive practices in classroom and organizational contexts. She is co-author of *Racism in the United States: Implications for the helping professions*, (3rd edition).

Antonio C. Williams, founder and president of Leaders At Work Consulting, LLC, has spent over 25 years in education as a math teacher, department chair, and a senior administrator. He has experience in writing curriculum, creating policies, protocols, and developing and implementing an evaluation process to include DEI and social justice. For the past 10 years, this he has presented to different institutions on the history and power of the n-word. He is a dynamic speaker who is able to captivate audiences with his knowledge, passion, and humor. Because of his ability to connect with people from backgrounds and different ages, your community will be richer from the experience.

Aura Wharton-Beck is the recipient of the 2017 University Advocates for Women and Equity Award (Sapientia Award) for scholarly or creative work focused on women. Her professional career includes serving as an elementary and middle school teacher, a school district mentor teacher, an elementary school principal, and as a higher education faculty. Aura's research agenda focuses on diverse feminist perspectives, school leadership, African American women's history, and the intersectionality of public policy, race, class, transportation, and housing.

Beth Yohe is an accomplished facilitator, consultant and curriculum writer with over 20 years of experience. Beth is the Executive Director of The Conflict Center, a nonprofit in Denver focused on conflict transformation and restorative justice. Previously, Beth served in a number of roles at a national civil rights organization, including as the Regional Director of Development and as the Director of Training for the National Office, overseeing anti-bias education training nationwide. She is involved nationally including serving on the Advisory Board for The Ad Council's Love has No Labels campaign, the board of the International Bullying Prevention Association and faculty member for the Social Justice Training Institute.

Boonikka Herring is the Racial Healing Coordinator and a Racial Healing Practitioner with the Battle Creek Coalition of Truth, Racial Healing, and Transformation (TRHT) where she focuses on relationship building and facilitating difficult conversations around race and oppression. Boonikka has spent 20 years as a community advocate, raising awareness for important causes and organizations in the Battle Creek area. Boonikka also serves as the founder, owner, and operator of Cakes By Boo, a small dessert shop in Battle Creek for the past 12 years, teaches Cake decorating classes for the Lifelong Learning at Kellogg Community College for the last 5 years and is a partner and Community Consultant with Herring Consulting LLC providing educational workshops and community driven conversations to drive change in her hometown.

Carmen Iannarelli has nearly 20 years of experience in higher education and human services. She holds post-graduate degrees in both education and the social sciences. Equity and inclusivity are her primary areas of expertise and interest. For the past fifteen years, she has specifically focused her research on marginalized and underserved populations in postsecondary education. Carmen is an IDI Qualified Administrator and has consulted in the private sector for 10 years, providing coaching for leadership, training employees on microaggressions, ablism, unconscious bias, white privilege, generational diversity, cycles of oppression and more.

Chelsea Faase has spent 14 years in education, the majority of that time being in K-12 public schools. Her work includes engaging and motivating adolescents through literacy tasks, children's and adolescent literature, the importance of inclusive text and culturally relevant pedagogy, and expanding the definition of literacy to meet the needs of all learners. Her most recent work is looking at the need for inclusive historical fiction and nonfiction trade books to broaden the landscape of culturally responsive teaching.

Chianti C. Blackmon (she/her/hers) has over 15 years of experience in training, facilitating, and educating around issues of justice, equity, and inclusion on a national level in higher education, non-profits, and organizations. She serves as Vice President of Equity, Diversity, and Inclusion at AMDA College & Conservatory of the Performing Arts. She is currently pursuing a Ph.D. in Higher Education at Morgan State University.

Christian Ortiz is a multifaceted talent based in Denver, known for his groundbreaking contributions as a filmmaker, musician, photographer, artist, entrepreneur, and philanthropist. Recently, he developed Justice A.I., a pioneering chat-bot designed to combat social biases, highlighting his commitment to ethical AI and social change. A devoted father of four, Christian's influence spans the US, driving positive transformation and fostering inclusivity across communities.

Christina Horner identifies as a Black cis-gender woman. She grew up in Roxbury and Dorchester, places that were/are depicted as hopeless. Yet, she always felt a sense of pride for her tight knit neighborhood where she had a strong sense of belonging. This sense of pride and belonging was echoed at her racially, ethnically, and linguistically diverse public school, Massachusetts Experimental School System (M.E.S.S). It was an educational utopia, until after three successful years, it was shattered by a lack of funding and the racial trauma of the infamous forced busing crisis. Christina is an equity strategist who trains, facilitates, and coaches in urban, suburban and rural areas with the goal of creating equitable schools and communities. She also collaborates with institutions and organizations to spearhead events, projects, and programs that fully embrace diversity, equity, inclusion and belonging.

Cindu Thomas-George is the Founder and Principal Trainer of Shakti Diversity and Equity Training, she specializes in designing and leading professional development experiences that promote inclusion, equity, antiracism, and intercultural intelligence. Cindu is also an award winning tenured professor of Communication Studies at the College of Lake County specializing in Intercultural Communication and Public Speaking. Cindu is a co-founder of the Chicago Women's Leadership Accelerator, a leadership development conference dedicated to increasing representation of women in leadership roles.

Colleen Butler is a coach, trainer, and consultant focusing on facilitation, equity, and change management. She has served as the Director of Capacity Building for the Local Voices Network, training people to facilitate conversations across differences throughout the US. Previously, she was the Race and Gender Equity Director at the YWCA of Madison where she developed and facilitated racial justice curriculum and train-the-trainer programs to support ongoing learning. She centers listening in her approach, and truly values bringing different experiences and perspectives together to build new ways of being in response to persistent systemic inequities in our communities.

Comadre Speakers Collaborative is a diverse collective of thought leaders in the DEIJB space. Fueled by the conviction that learning and action are ineffective if not sustained and sustainable, we have set out to change the way speaker events and DEI trainings happen by building skill and support within institutions while designing high quality events with lasting impact.

Curtis Ogden is a Senior Associate with the Interaction Institute for Social Change, lead facilitator of Food Solutions New England (FSNE) and co-steward of the FSNE 21 Day Racial Equity Habit Building Challenge (now in its 10th offering). Curtis is a skillful network weaver and trainer, systems change consultant, and co-creator of the field of "energy systems science and practice" in support of resilient and regenerative communities. Curtis has provided a variety of collaborative capacity building services to clients, specializing in leadership and organizational development for social change and equity, multi-interest holder and public engagement; network building; process design and complex facilitation. Curtis has an undergraduate degree in Cultural Anthropology from the University of Michigan and a Master of Theological Studies from Harvard Divinity School.

Cynthia Pesantez, founder of Comadre Speakers Collaborative, coaches communities to work collaboratively in building the kind of cross-identity, cross-institutional, cross-sector relationships that embed, sustain, and nurture deep transformational change. She brings to her work her lens as a multiracial Dominicana, a child of immigrants, a parent, and a learner and teacher of language. Her mission is to help open doors to the ease and peace that people of color deserve and that whiteness has hoarded.

Daniel Zinnel is a facilitator, speaker, and learner. In 2020, he launched Growth and Joy, LLC to help individuals, businesses, and organizations develop proactive, practical, and purposeful leaders. He has trained and spoken to over twenty thousand individuals on a variety of topics including leadership, power and privilege, LGBTQ inclusion, and building your personal brand. Daniel was previously adjunct at Des Moines University and Iowa Central Community College. He developed One Iowa's LGBTQ Leadership Institute, was part of a team that created the 4Equity Tool, and has previously served on the curriculum committee of the Greater Des Moines Leadership Institute. Daniel has over 10 years of nonprofit administration and leadership including currently serving as the CEO of Proteus, Inc. and previously as the Executive Director of One Iowa.

Deborah Watson Kemp has been practicing clinical social work for 23 years. She has experience as a regional program manager for a private social services agency as well as extensive experience providing group therapy, dual diagnosis therapy, and children/family therapy. Deborah is currently the program manager for the Post 911 Military to Veteran Case Management Program at a community hospital. She served as the chair of the Diversity and Inclusion service-level Committee, and the recent past chair of the Veterans Affairs Medical Center Black/African-American Special Emphasis Committee.

Dedrick K. Perkins is the Senior Program Coordinator at the Southwest Center for Human Relations Studies within OU Outreach, the department hosting NCORE. Dedrick's commitment to Social Justice through service is evident in the accolades received, including the 2020 NASW-OK MSW Student of the Year and the 2019 and 2020 Anne & Henry Zarrow Service Award. In the role of Undergraduate Co-President of the Social Work Student Association, Dedrick orchestrated impactful social justice events like the 2018 #BelieveSurvivors Walkout and facilitated discussions on race among Social Work students on campus. Dedrick is an adjunct professor at the Anne & Henry Zarrow School of Social Work at the OU in Norman, Oklahoma.

Dennis Cornell has been practicing clinical social work for 20+ years. He is an U.S. Army Veteran and was the equal opportunity leader for his unit, and a behavioral health provider. As a social justice advocate, Dennis has lobbied for change for the LGBTQ+ community for many years. He has been a social justice educator, writer, and facilitator on anti-racism and intersectionality. Dennis has led many workshops and presentations on race, sexual health, military behavioral health, and gender identity/sexual orientation.

Diane J. Goodman (she/her) has been educating about diversity and social justice issues for over 35 years. As a speaker, trainer, consultant and coach, Diane has worked with a wide range organizations, non-profits, philanthropies, school and universities, and community groups. She helps individuals and organizations build consciousness, competence, and commitment to create equity, inclusion, and social justice. A particular focus of her work has been on racism, whiteness, and racial justice, especially doing anti-racism education with white people. She is the author of the book *Promoting Diversity and Social Justice: Educating People from Privileged Groups*, 2nd ed. (2011) and co-editor and contributor to *Teaching for Diversity and Social Justice*, (3rd and 4th ed. 2016/2022) and more can be found on her website: dianegoodman.com.

Durryle Brooks is the founder and CEO of Love and Justice Consulting LLC. He is the former Policy Chair for the Baltimore City School Board, where he advocated for educational justice for over 75,000 students. While there, he championed LGBTQ inclusion, and advocated for schools to become trauma-informed and anti-racist. He's a WK Kellogg Foundation Community Leadership Network Fellow and author of (Re) conceptualizing Love: Moving Towards a Critical Theory of Love in Education for Social Justice.

Eddie Moore III is a middle school English Language Arts teacher and basketball coach currently located in Fort Myers Florida. With a bachelor's degree from Florida Gulf Coast University Eddie continues to serve the southwest Florida area. Over the past few years his teams have finished back-to-back champions in the 3a district 8, regional runner ups, and his middle school team finished 2nd place in Lee County. After being born in Sarasota to his mother Tammy Hendricks, A lot later he became a North Port High School graduate. Eddie has also lived and worked in the cities Green Bay, Seattle, and Port Charlotte.

Eddie Moore Jr. started America & MOORE, LLC to provide diversity and leadership trainings/ workshops. He is featured in the film "I'm not Racist... Am I?" and in the article 5 Clear Ways to Tell Whether You'll Be a Good Leader in 2021. In 2022 he was the recipient of the ABA Section of Labor and Employment Law's Honorable Bernice B. Donald Diversity, Equity and Inclusion in the Legal Profession Award. He is co-founder of the on-line journal Understanding and Dismantling Privilege, co-editor of Everyday White People Confront Racial and Social Injustice: 15 Stories, The Guide for White Women who Teach Black Boys, The Diversity Consultant Cookbook: Preparing for the Challenge, Teaching Beautiful Brilliant Black Girls, and Little e - The Big Misunderstanding.

Edwin Cleophas is a remarkable individual dedicated to fostering youth development and social justice in South Africa. His journey began with the founding of Project No Limits in 2002, an after-school program aimed at empowering the youth in his community. Edwin's research focuses on white consciousness and its intersection with black consciousness, reflecting his commitment to understanding and dismantling racial disparities. In addition to his academic achievements, Edwin is a recognized social justice activist, Edwin collaborates with various civil society organizations and corporates through his non-profit organisation The Social Justice Agency (TheSJA) to address social, political, economic, and racial inequalities in South Africa.

Elizabeth Denevi is an educator, consultant, and cofounder of the popular professional development site Teaching While White. As Director of the Eastern Educational Resource Collaborative, Dr. Denevi has worked with educational institutions across the country to promote equity and diversity pedagogy. She has served as both a K-12 classroom teacher and senior administrator. She is also an Assistant Professor at the Lewis and Clark Graduate School of Education and Counseling.

Gail Cruise-Roberson (she/her) is a co-director of the SEED Project and leads the SEED office at the Wellesley Centers for Women. She is an African-American with Caribbean roots, a native New Yorker, parent and partner, lifelong learner and adult educator who has learned the importance of meditation and mindfulness in the work of social justice. When we learn how to breathe together we can potentially begin to build space for community, and justice, to grow.

Grace Gee's healing art expresses the outermost edges of the innermost condition of being human. She creates art that challenges the mind and nourishes the spirit through various media, including sculpture, fiber, and installations. Since 2003, she has fostered community healing through art events for all ages. Influenced by her bi-cultural Chinese Canadian background and extensive travels, her work promotes spiritual growth, healing, and transformation.

Heather Brady is the professional development coordinator at Community Network Council. As an adjunct professor at Southern Connecticut State University, she enjoyed helping students find their voices and learn critical media literacy. There, too, she published and spoke at several academic conferences on a wide range of topics, from adapting college writing courses for a diverse student body to gender roles in the home and public sphere in the early 19th century. Heather has traveled to Bolivia and Guatemala with humanitarian aid groups, where she was honored to engage with indigenous community members, expanding her passion for finding opportunities to support women and the communities they inevitably lift alongside themselves.

Heidi Lee (she/her) is a 1.75 generation immigrant from the Philippines, who currently lives in Minnesota. Heidi has served as a facilitator, educator, trainer, and race & equity practitioner in K-12 education and in local government. In her current role as a race & equity practitioner provides opportunities to partner with elected officials, executive leaders, staff members and community members to dismantle systemic and institutional oppression to create and reimagine equitable access and representation for all to thrive.

Ian Gibbs-Hall is the founder, owner, lead instructor, and consultant for Sonder DEI. Ian's professional background combined with his personal upbringing put him in a unique position to facilitate discussions on racial equity. Previous careers as a chemist and teacher allow Ian to take a bottoms-up and objective-based approach to understanding and addressing systemic oppression and its resulting privilege. Growing up mixed race in predominately white spaces, he also developed an objective view on race and its implications. Ian sees every social interaction as a chance to learn from the one-of-a-kind perspectives of others.

J. Cody Nielsen is Executive Director of Convergence Strategies and Director of the Center for Spirituality at Dickinson College. He serves as adjunct faculty at Lesley University, Virginia Commonwealth, and Southern Illinois University Edwardsville (SIUE). For nearly 15 years, Cody has worked at the intersections of higher education and religious, secular, and spiritual identities, most often interrogating systems and structures of oppression. His national consulting includes supporting more than 120 institutions of higher education over the past decade through training, coaching, program evaluation, and keynoting. He is the author of the forthcoming book *From Which We All Suffer: White Christian Supremacy, the Interfaith Movement, and the Lies We Tell Ourselves*.

Jacqueline Battalora is the author of, *Birth of a White Nation: The Invention of White People and Its Relevance Today* 2nd ed. (New York: Routledge Press, 2021). She is an attorney and professor of sociology at Saint Xavier University, Chicago and a former Chicago Police Officer. Battalora is an editor for the *Journal of Understanding and Dismantling Privilege*. Her work is featured on: • The King Center, NonViolence365 training series • the Documentary Film, *The American L.O.W.S.* (Netflix) by Darnley R. Hodge, Jr. • the Documentary Film, *HAPI* by Gerard Grant • the forthcoming Documentary Film, *The Social Construction of Whiteness* by Art Jones Jacqueline Battalora is the Founder of the 3-day virtual conference, *FREEDOM TO LEARN SUMMER*. Learn more at jbattalora.com.

Thank You Presenters!

You are a critical part of the #WPCFamily!

Jamal Givens is a highly experienced and accomplished professional with a strong background in counseling and human services. He has a comprehensive understanding of the dynamics impacting individuals, families, and communities. As the President/CEO of LPKNC, a non-profit that focuses on prevention of substance misuse and promoting mental health and wellness, he has successfully led the organization in achieving its strategic goals and objectives, while also securing diverse funding streams through grant writing and cultivating partnerships. Jamal is known for his exceptional interpersonal and communication skills. With a passion for making a difference in the lives of others, Jamal strives to promote positive change and social justice through his work.

Jamie Washington serves as the President & Founder of the Washington Consulting Group (WCG). WCG was named by the Economist as one of the Top 10 Global Diversity Consultants in the world. Rev. Dr. Washington has served as an educator, administrator, and consultant for over 39 years. He serves as an invited instructor in the Harvard Graduate School of Education and the Lancaster Theological Seminary. He is the President and Co-Founder of the Social Justice Training Institute and a Past President of the American College Personnel Association (ACPA).

Jasmine Green is an artist and the Director of Education at 1Hood Media. As a painter, jeweler, and poet, her work is a safe harbor for Black women and girls, centering themes such as mental health, systemic oppression, joy, liberatory visions, and power. She has been featured in the New York Times and is preparing to publish her first collection of art and poetry, *A Field Guide for Blue Girls: For Black Girls Navigating Bad Times*. In her role at 1Hood Media, she works to provide professional development programming and opportunities to artists within our community, as well as providing arts education to youth in the Pittsburgh region. She is also a visual artist and poet from Pittsburgh, Pennsylvania, operating under the moniker Black Girl Absolute.

Jason Sirois is a coach, facilitator, organizer, and storyteller committed to creating opportunities for people to connect authentically across differences. For close to two decades, Jason has partnered with nonprofits, schools, colleges/universities, and community organizations across the U.S. to create more equitable environments. Jason is currently a member of a research team developing an antiracism program for self-identified white medical residents, fellows, and students of Columbia University Irving Medical Center. He is also the co-host of the *In Pursuit of Cross-Racial Friendship* podcast and a co-organizer of *Constructive White Conversations*.

Jefferson Darrell is among Canada's earliest outliers in the IDEA (inclusion, diversity, equity, accessibility) arena; successfully driving positive change management for organizations since 2015. Jefferson is an accomplished marketing communications and change management professional with more than 17 years of brand strategy expertise. In 2017 he founded *Breakfast Culture™ Inc.*, a full-scale, data-driven, tech-forward diversity, equity and inclusion, marketing & consulting company.

Jenna Chandler-Ward is an educator, diversity consultant, and cofounder of the popular professional development site *Teaching While White*. With over two decades of experience, she has been an educator in non-profits, schools, and colleges working with students from kindergarten to adult learners. Jenna was also a founder and co-director of the *Multicultural Teaching Institute*, which produces workshops and a conference for educators on issues of equity and inclusion.

Jesse Ross is the CEO of Mr. Jesse Ross, a leadership development consulting company that focuses on enhancing communication and connection while addressing conflict management, culture, people development, and productivity in an intentional way.

Joel Beck is a retired public-school educator. Joel has taught students from K-12 through the graduate level with a focus on equity and social justice. Joel founded the campus in Minneapolis for NAES College, the first American Indian Bachelor of Arts degree granting program in the country. NAES College curriculum focused on public policy and community development. The program credentialed students who worked and were actively involved in urban and reservation communities. Joel has participated and led staff development training sessions for the Minneapolis Public schools and the YMCA on diversity and inclusion.

Jondou Chen (he/him) is a faculty member at the University of Washington College of Ed and a co-director of the SEED Project. Jondou is a storyteller whose family has always called the Pacific home. With roots in Taiwan and Kumeyaay lands in California. He now calls the Coast Salish lands of Southeast Seattle home with his kiddos Ruth and Sunny and partner Becca. As an English language learner in a migrant family, Jondou found strength in the meals, traditions, and stories of his family, and loved learning from and with other BIPOC community members what it means to create change for social justice.

Jordon Johnson (he/him), True Being Consulting, is a researcher, educator and community health leader committed to creating, implementing, and sustaining innovate strategies and practices to advance the health and wellness of individuals, families and communities. His work is embedded in establishing relationships and collaborative partnerships that are result oriented, which is critical to enhancing the vision and mission of organizations, programs and projects.

Jude Eliacin has been a HS social worker for the last 20 years. He is an active member of the district Equity Team and Equity Committee within his department. He is a mentor for the Black Student Alliance and one of the leaders of the student Racial Affinity Coalition. He is also a soccer coach at the HS.

Julie Galles started her career in education over 30 years ago as a middle school science teacher. After 15 years in the classroom, she moved into independent school administration and has served as Assistant Head and Head of School at multiple institutions. She is currently Head of The Wesley School in North Hollywood, CA, and next year will be the Founding Head of Chrysalis Academy, Los Angeles, an intentionally small school designed for queer, trans, and gender-expansive middle schoolers.

June Cara Christian is a expert in the fields of developing humanity, a keen social critic, and an advocate for cultural humility. Her extensive knowledge and practical experience extend far beyond education, focusing on driving change, fostering inclusive leadership, and challenging societal norms. Beyond her professional endeavors, she enjoys a deep reflective practice, conquering her Peloton, and sharing precious moments with her beloved wonder-dog, Zen. Dr. June's unique blend of expertise, social critique, and personal vibrancy makes her a standout guide on the journey of cultural humility and transformative leadership. She's also the author of "Understanding 'The Black Flame': Toward a theory of the dehumanization of Black students," an expression of her broader commitment to advancing humanity.

Karen A. Spiller is the Principal of KAS Consulting. With a focus on racial equity and intersectionality, Karen works with local, state, regional and national organizations committed to creating equitable public health and sustainable food systems. Involved in state-wide and regional food system work, Karen is a backbone and a steering committee member of and serves as Massachusetts and coordinating Ambassador for Food Solutions New England (FSNE), a six-state multicultural, multigenerational network focused on food system transformation with racial equity at its core. As the Thomas W. Haas Professor in Sustainable Food Systems at University of New Hampshire, Durham, Karen is engaged in scholarship on the intersection of networks and racial equity across the campus and its surrounding community, extending to higher education partners nationally and internationally.

Karen Gaffney is an English Professor at Raritan Valley Community College in NJ and has presented at several White Privilege Conferences. Her book “Dismantling the Racism Machine: A Manual and Toolbox” (Routledge, 2018) is aimed at the general reader and provides an accessible introduction to race and racism with tools for action. She presents at academic conferences, facilitates workshops in numerous churches and libraries, co-facilitates a local community course on racism, and serves on the steering committee of a local antiracism coalition. She also manages the website Divided No Longer, which provides a variety of antiracism resources (available at dividednolonger.com).

Kari Tank-Nielsen is a mother of three who spent 10 years as an early childhood educator, specializing in language based learning differences. She received her undergraduate degree in English from Georgetown University and her Masters in Education from the University of Pennsylvania. She taught in several public and independent schools in the Philadelphia area, as well as in Japan. She is a certified, trauma-informed yoga instructor and has spent the past 8 years immersed in Equity and Justice work, training with leaders in the field across the country and serving on several boards to forward this work. She most recently trained as a new leader for the National SEED Project and co-facilitated SEED cohorts.

Kathy Obear is president of the Center for Transformation and Change, (drkathyobear.com) and works with leaders and change agents to deepen their capacity to recognize and interrupt racist and white supremacist attitudes and behaviors before they do harm, acknowledge the devastating impact of past racist behaviors and institutional racism, shift current racist behaviors and organizational practices, and develop strategies to truly partner with colleagues of color to eradicate racism and white supremacy culture in their spheres of influence to create true racial justice and anti-racism in everything they do. Kathy is a Co-founder of the Social Justice Training Institute, www.sjti.org, an intensive professional development experience to deepen capacity to dismantle dynamics of racism and white supremacy.

Katrena Leininger has twenty-five years-experience in Literacy Education. Her experience includes work in elementary and bilingual education, early literacy intervention, and literacy coaching, as well as literacy teacher education at K-12, undergraduate and graduate levels. Katrena’s research interests include early literacy acquisition, writing development and instruction, and teacher learning.

Kelli McLoud-Schingen, VP for Diversity, Equity and Inclusion at the University of Tulsa and President of KMS Intercultural Consulting. She is a Global Diversity and Inclusion Specialist with over 35 years’ experience in the Diversity and Intercultural Fields. Kelli specializes in healing racism, cross-cultural competence, conflict resolution/mediation, storytelling and inclusive leadership.

Khyrinn Herring is a Racial Healing Practitioner with the Battle Creek cohort of TRHT, Truth, Racial Healing and Transformation, and a Community Consultant and co-owner at Herring Consulting LLC providing educational workshops and community driven conversations to drive change. She is a current Elementary Education student at Kellogg Community College and is skilled in positive relationship building and proficient in diversity and inclusion work. Her love for her community has grown in the past five years with several positions of importance such as: a Planning Committee member with the Sojourner Truth Center for Liberation and Justice, LIT for Social Justice Group with the Center for Diversity and Inclusion, Engagement Consultant with the Southwest Michigan Urban League and a Youth Assistant with RISE Corp.

Kristan Kenney is an English Teacher at New Trier HS in Winnetka, Illinois. Kristan holds a B.A. from Colby College in American Studies, an MFA in Television Production from Loyola Marymount University and an MEd in Secondary English Education from DePaul University. Before teaching at New Trier, Kristan was an English teacher at Deerfield HS. This is her 14th year as an educator.

Kristi Williams, a.k.a. Orisabiyi, is the great-great granddaughter of Creek Freedmen, 1874 Supreme Court Justice Jesse Franklin of the Muskogee Creek Nation. She is also a descendant from the 1921 Tulsa Race Massacre. Her Great Aunt Janie Edwards was in the Dreamland Theater when the 1921 Tulsa Race Massacre occurred. Kristi is the founder of Black History Saturdays. She is currently the Program Manager for Fitting Back In Tulsa and the founder of the Standpipe Hill Homebuyers Program. She is an activist, advocate, organizer, political consultant, strategist and campaign manager. She also authored the book, *Healing Me for Me* (2015). She is the first Black woman to serve on the National Geographic Endowment Oklahoma Advisory Council. She also serves on the Historic Greenwood Main Street and is a founding board member of the Black Wall Street Chamber of Commerce.

Lance Kelley, a citizen of the Muskogee Creek Nation from Oklahoma and a descendant of Shoshone-Paiute tribes from Duck Valley Indian Reservation located in Nevada. He has been an educator for thirty years, mainly working in native communities and higher education. Currently he is a full-time instructor at NWTC in Green Bay, Wisconsin. Lance is involved throughout Indian Country and his community, participating in various cultural, social, and political activities.

Latosha Cox (she, her, hers) is a skilled facilitator, trainer, public speaker and Diversity, Equity and Inclusion (DEI) practitioner who always leads with authenticity and vulnerability. Her previous role was in the non-profit sector as Public Allies Twin Cities Director of Learning and Leadership. Latosha launched her coaching, consulting and training business called Black Girl Sabbatical™ after embarking on a 18-month healing and self-discovery journey of prioritizing her mental health and well-being and participating in experiences that brought her JOY! Latosha loves to support people and organizations holistic wellness, leadership development and DEI journeys so that we all can continue to do the work we have been called to do.

Laura Jones started her professional career at the Boys and Girls Club as a STAR (Scholars on Target to Achieve Results) Coordinator working with Black/African American students to close the opportunity gap. She currently works for the University of Wisconsin-Green Bay as a career advisor. In addition to the community work Laura does with African Heritage, Inc., she also works closely with The Privilege Institute as a Youth Action Project Leader. She serves as a mentor and program director with Lovin' the Skin I'm In, a non-profit organization empowering and uplifting girls who identify as African American,

Black or biracial in Northeast Wisconsin while developing their gifts, talents, and leadership skills. With her experience, Laura contributed a chapter to the book, *Teaching Beautiful, Brilliant Black Girls*. She is a member of Delta Sigma Theta Sorority Inc. Her future aspirations are to include becoming a President of a college/university.

Leslie Picca (she/her) is Professor of Sociology and Roesch Endowed Chair in the Social Sciences at the University of Dayton. She is the co-author of two books, “Two-Faced Racism: Whites in the Backstage and Frontstage” and “Jim Crow’s Legacy: The Lasting Impact of Segregation” and author of dozens of articles. Her research on racial relations has been internationally recognized, and she frequently delivers presentations and workshop trainings to academic, corporate, faith-based and non-profit organizations.

Lotte Lieb Dula is a founding donor of Reparations Circle Denver. After discovering that she was a descendant of slaveholders Lotte, retired financial strategist, founded reparations4slavery.com, a portal for white families wishing to walk the path of racial healing through engaging in direct repair.

Marcellus Davis is an innovative educator and leader with over 20 years working towards racial educational equity in K-12 and higher education, he offers insightful ways to resist white supremacy. His compassion for racial equity and urban development shines with his range of experience, including human relations professor, director of achievement and integration equity and American Indian education, director of equity and engagement, and executive director of a charter school. His theoretical scholarship includes Critical Race Theory (CRT) and racial identity development, specifically Black identity. Marcellus is a co-founder of Community Minded Educators (cmemn.com).

Marcus Campbell has served as the Superintendent of Evanston Township High School District 202 since July 2022. He was previously the assistant superintendent/Principal at ETHS where he provided administrative leadership to carry out the Board’s Equity & Excellence Mission Statement and oversaw the implementation of all District equity transformation programs, training, and initiatives to help improve the overall school culture for all students and to eliminate barriers to the equitable education of students from underrepresented backgrounds. His goal is to effectively engage students, staff, parents, the Board, and members of the community, clearly articulate the goals and priorities of the District and Superintendent, and build support for the District’s mission while increasing pride and trust in the school.

Marguerite W. Penick work centers on issues of power, privilege and oppression in relationship to issues of curriculum with a special emphasis on the incorporation of quality literature in K-12 classrooms. She appears in the movie “Mirrors of Privilege: Making Whiteness Visible” by the World Trust Organization. She’s a co-editor of *Everyday White People Confronting Racial and Social Injustice: 15 Stories*, *The Guide for White Women Who Teach Black Boys*, *Teaching Beautiful Brilliant Black Girls* and a co-author of *The Diversity Consultant Cookbook: Preparing for the Future*.

Megan Galles began her journey into education by working in a residential treatment facility for children and youth in Virginia. After earning her degree in Psychology and moving to San Francisco, she taught in a variety of schools, developing a specialty in learners with language-based learning differences. This fall, she will be a founding partner and teacher in Chrysalis Academy, Los Angeles, an intentionally small school designed for queer, trans, and gender-expansive middle schoolers.

Melia Dunn is the Founder of Melia Dunn Consulting. Be it through program design, leading teams in the non-profit sector, community engagement or facilitating workshops, her 20-year career has always been rooted in the intention to do good. Along her path, brave voices called her attention to practices and behaviors inconsistent with that intention, behaviors that did more harm than good. At that point, “shift happened”. Her commitment to un-learning dominant culture practices, shedding her savior complex and demonstrating effective allyship took root. These practices remain core to her work as a diversity, equity and inclusion specialist. She volunteers as a host for CWC - constructive white conversations - monthly virtual gatherings.

Michelle Chalmers is a White woman from predominantly White communities in the suburbs of Boston, created by redlining and racist policies of exclusion. Michelle intentionally volunteers with community organizations and has been a facilitator of White People Challenging Racism for 14 years. She strives every day to be an antiracist, engaging in workshops, dialogues and conversations about White supremacy, race, and racism.

Michelle Marks-Osborne is a prolific public speaker, leadership coach, and consultant, with extensive experience working with individuals and organizations and employing realistic and implementable solutions that yield longstanding results. With experience working in all areas of the inclusion & equity space, she focuses on race, culture, identity, and gender. Her “wheelhouse” is anti-racism and anti-misogynoirism. Rev. Marks-Osborne is the creator of The DISRUPTION Method™ and The DISRUPTION Method™ for Church Leaders. With more than a decade of experience, Michelle is known as an innovator with exceptional critical thinking ability, interpersonal skills, and communication skills as well as a proven ability to handle sensitive interactions with insight, tact, and diplomacy.

Miracle Jones is a community organizer and queer activist who works in the Pittsburgh area to advocate for equity along the intersections of gender, race, and class. Her work focuses on implementing abolition-based principles and transformative justice through writing, policy, and advocacy. She is the Director of Policy and Advocacy at 1Hood, working to activate tens of thousands of Pittsburghers into a year-round practice of civic engagement.

Nanette D. Massey finds that most U.S. white people report having no regular contact with non-white people and can only discuss race in an “echo chamber” of other white frames of reference. With Nanette as your facilitator, using Dr. Robin DiAngelo’s book *White Fragility* as a base, this is your chance to contextualize race from an unfiltered, real world experience rather than theory. With frankness and practicality, Massey’s goal is to leave audiences with self-clarity and the ability to participate in conversations within their own personal spheres of influence with genuine confidence, humor, and humility.

Natalie Thoreson (she/they/he) has facilitated anti-oppression workshops for over 20 years, founding rEVOLution with the goal of findin’ the LOVE in revolution. Natalie’s techniques foster critical examination of systems of oppression, and the way we have been socialized to uphold these systems of inequality. Natalie consistently open, trusting, and fun educational environments are based on first-hand experiences as a multi-ethnic, multi-racial, multi-gendered, queer individual living in the margins of identity. She provides tools to allow participants to think critically about their own backgrounds and biases, while simultaneously dissecting concepts like oppression, colonization, prejudice, and stereotyping. Natalie believes that creating loving, interdependent communities is the heart of true rEVOLutionary change.

Natasha Aruliah is a JEDdi Facilitator, Consultant, Speaker and Coach. An Independent consultant, facilitator and educator, in diversity, inclusion, social justice, and intercultural competence, currently based in Canada, Natasha has lived and worked internationally with diverse groups, across all sectors, for over 35 years.

Natarsha Prince Sanders (she/her/hers) is a preacher, teacher, and certified life coach who centers her work at the intersections between wholeness, education, and liberation. She enjoys facilitating spiritual development opportunities for people of all ages. She has presented at national and international conferences and is most humbled to facilitate a community Bible study.

Nicole Pulliam is an associate professor in the Educational Counseling & Leadership Department at Monmouth University. She is an educator, entrepreneur, and scholar with 20+ years of higher education experience in both student and academic affairs. She is a sought-after speaker, trainer, facilitator, and strategist on the topics of leadership and diversity, equity, inclusion, & belonging (DEI&B). For almost 10 years, she has served as a full-time graduate-level professor where she has focused her teaching, research, and service on the success and development of minoritized populations and inclusive pedagogy.

Norma Johnson is a racial justice catalyst who brings a creative background into her distinctive presentation form of activism and education as a healer, inspirationalist, poetic storyteller, writer, podcaster and more. Her deeply moving poems are featured in racial justice courses and DEI trainings taught by educators across the country. Norma's storytelling inspires awareness and insight and the power we have to bring paths of healing into our future.

Obra Kent has over 26 years of experience in administrative management/leadership, She retired from the United States Air Force in 2006. She has supported and worked on programs for CNC for the last 10 plus years. I have worked as a substitute teacher in the Clover Park School District for over two years. Mentor's young girls towards achieving academic success.

Pat Savage-Williams is currently the Pres. of the Evanston Township High School Board. Pat works at New Trier HS as the Equity Coordinator. She has worked as an educator for more than 40 years. She is a PEG Affiliate and a certified SEED facilitator. She wrote an article for the Illinois School Board Journal titled "Promoting Racial Equity in Schools: 10 Ways School Boards Can Champion Racial Equity". This article was reprinted in the Wisconsin and the Ohio School Board Journals. Pat believes that providing a solid education is the greatest gift we can give to our children. She brings her perspective as an African American woman, parent and an educator to all aspects of her life.

Quraysh Ali Lansana is author of over twenty books in poetry, nonfiction and children's literature. An Emmy Award and duPont-Columbia Award winning journalist, Lansana is Executive Producer of KOSU/NPR's Focus: Black Oklahoma monthly radio program, a Visiting Associate Professor of English/Creative Writing at the University of Tulsa and Executive Director of Tri-City Collective. He is a Cave Canem Fellow and a member of the first cohort of the Culture of Health Leadership for Racial Healing Fellowship. Prof. Lansana is a trained practitioner of the national Centers for Truth, Racial Healing and Transformation and a member of the first cohort of the Culture of Health Leadership for Racial Healing Fellowship.

Rasheid Atlas has been in education from the very beginning and is a lifelong designer and artist. He has worked all over the US and has been in the digital and spatial design industry, and curriculum creation for nearly 20 years. He has experience in curriculum design, instruction, and development. He has a unique ability to reach students in a diverse way—preparing them for the real world of experiences and honest reflection. His favorite part of working with Nehemiah is watching participants' transformational changes in their lives and the lives of their families.

Rebecca Flores Harper (she/her/ella), identifies as a bicultural multilingual Mexican-American adoptee. She has over a decade of experience championing diversity, equity, inclusion, justice, and belonging (DEIJB) initiatives as an educator, administrator, facilitator, consultant, and coach. In 2021, Rebecca founded AuthenTeachCity and works with adults and young folk alike to empower them to be a part of the change for a more caring and compassionate world. Her work centers on authenticity-- how do we show up in the world for ourselves and others and, subsequently, how does this affect our decisions, behaviors, policies, and impact our people and ecosystems.

Rosina Bolen (she/her/hers) serves as the Director of Diversity, Equity, and Inclusion Training and Development at Mount St. Mary's University in Emmitsburg, MD. She has developed, coordinated, and led DEI workshops and discussion groups for members of the Mount community (students, faculty, staff, and administrators) and members of the surrounding community for 11 years.

Russell Marsh has been a musician, educator and consultant in the New York Metro area for over 20 years. He developed his passion for equity and inclusion work while teaching at his Alma mater in Newark, NJ. Currently, he is an equity educator at a private school in New York City where, in addition to other responsibilities, he is charged to look at curriculum and its impact on identity development. He is also a contributing author for *The Guide for White Women Who Teach Black Boys*.

Ryan Virden is an educator, author, and cultural worker. He has worked with schools and organizations across the country as they move towards creating inclusive and just cultures within their setting. As well as serving as the founder and director of Lir Cultural Coaching, he served as the Restorative Justice Coordinator for Minneapolis Public Schools and as a professor at St. Thomas University in the justice and peace department. Ryan has authored several pieces which can be found at Teaching for Tolerance, The Good Men Project, Twin Cities Daily Planet, Teaching While White among several other platforms. His book *What's in it for me? Developing white people's self interest in ending racism* is coming soon.

Sherard Robbins serves as the Founder and Owner of Visceral Change. For close to a decade, he has operated as a multicultural organizational development consultant helping organizations and institutions across the country and abroad find new and creative ways to center their professional framework around diversity and inclusion. He has championed efforts to address and exact social change both nationally and internationally, and has been highly revered by corporations, councils, and institutions across the globe.

Sam Fuqua is a co-host of the podcast "Well, That Went Sideways" and an award-winning radio journalist who has worked in public media since 1990, including over 20 years on the staff of KGNU, the community public radio station serving Boulder/Denver. Sam is also an advocate for equitable public education and served on the Boulder Valley Board of Education 2011-2019. He also worked for six years as Exec Director of the children's arts & literacy nonprofit Pop Culture Classroom.

Sarah Hershey is a mother, partner, former middle school classroom teacher, and social justice educator. She is the founder of Courageous Change Consulting, whose mission is to build capacity among white people of diverse backgrounds to discuss, understand, identify, and dismantle racism. For more information, visit CourageousChange.org.

Shelly Tochluk has trained teachers to work with Los Angeles' diverse school population as a professor in the education department at Mount Saint Mary's University–LA since 2005. She is the author of *Witnessing Whiteness: The Journey Toward Racial Awareness and Antiracist Action* (3rd Edition), *Living in the Tension: The Quest for a Spiritualized Racial Justice*, and co-author of *Being White Today: A Roadmap for a Positive Antiracist Life*. Free, downloadable workshop agendas and handouts aligned with her first two books are available at ShellyTochluk.com. Shelly volunteers with AWARE-LA (Alliance of White Anti-Racists Everywhere-Los Angeles). For 15 years, Shelly co-produced AWARE-LA's 4-day institute, *Unmasking Whiteness*, which leads white people into a deeper understanding of their personal relationship to race, whiteness, and systemic racism.

Sherard Robbins serves as the Founder and Owner of Visceral Change. For close to a decade, he has operated as a multicultural organizational development consultant helping organizations and institutions across the country and abroad find new and creative ways to center their professional framework around diversity and inclusion. He has championed efforts to address and exact social change both nationally and internationally, and has been highly revered by corporations, councils, and institutions across the globe.

Tamara Thorpe is a leadership expert and world-renowned champion for talented Millennial & Gen Z professionals—aka the next great generation of leaders and brings over 30+ years of on-the-ground experience with leading international and multicultural teams, as well as an extensive background in mentoring and leadership, identity development, diversity & inclusion and intergenerational issues to the table.

Tanasia Lea is the Director of Diversity, Equity and Inclusion at Cheshire Academy in Connecticut. She is passionate about helping communities develop tools to navigate change and growth. In addition to her work with schools and organizations, Tanasia is a birth doula with a focus on providing perinatal services to black and brown communities. Prior to her work in diversity, equity, and inclusion, she worked in financial services. She is also an Olympic Development Track and Field athlete, specializing in the triple jump event. She is a two-time National Champion and the current National Record Holder for Puerto Rico. Tanasia is a graduate of Williams College (MA).

Tiffany Taylor is the VP for Diversity and Inclusion at the University of Dayton in Ohio. She has decades of experience leading people to build better cross-cultural relations, navigate cultural diversity, and increase cultural equity. Her professional experience also includes serving as president and founder of the consulting and coaching company, Culture Learning Partners; as senior manager for diversity and organizational capability for Procter & Gamble; as a research associate on multicultural issues in counseling at Fordham University; and presenting nationally on topics related to cultural conversations.

Join Our Mailing List



Tim Warren, a distinguished Twin Cities educator, has dedicated three decades of his life to the field of education, leaving an indelible mark through his work in administration and commitment to equity in multiple school districts. Tim embarked on a career that seamlessly blended his commitment to academic excellence with a passion for fostering equity and diversity. Throughout his illustrious career, Tim has been a catalyst for change, advocating for policies and practices that promote inclusivity and equal opportunities for all students. His tireless efforts in this regard have made a lasting impact on the educational institutions he has served, leaving behind a legacy of positive change.

Timothy Hayes is an English teacher, Student Activities Coordinator and Equity Liaison at New Trier Township High School. He has been actively involved in diversity, equity, and inclusion work at the school in a variety of roles, including during his time as an assistant principal and assistant superintendent. In addition to his work at New Trier, Tim also teaches a class on the social contexts of education at Northwestern University.

Tina Paone is a professor in the Educational Counseling & Leadership Department at Monmouth University. She currently teaches Advanced Topics in Race & Racism and Racial Bias in the Media. She has published multiple articles on the topics of race, racism, and racial identity development. She has presented internationally, nationally, and regionally both at peer reviewed and invited capacities. Tina is also an LPC and incorporates race work within her private practice.

Toni Graves Williamson is a diversity practitioner, consultant, and director of equity and inclusion at Friends Select School in Philadelphia. She specializes in developing leadership and programming for grades preK-12 and is co-director and facilitator of the Race Institute for Educators.

Tori McNeal was named one of 51 influential Black Leaders in the state of Wisconsin in 2023 and a finalist for the 2024 Future 15 & Young Professional of the year awards. In her professional role, Tori works with students on academic probation, helps to recruit and retain students who identify as Black or African American and co-teaches a course related to academic success. In addition, she dedicates free time to volunteer in her community and has been with YAP since 2019.

Treble NLS is a multi-hyphenate, Emmy Award winning artist from Pittsburgh, PA. Treble is known locally for his work with 1Hood Media as lead teaching artist and arts coordinator. Treble's message lies within his name, NLS, which means Never Lose Sight.

Vanessa Roberts (she|her|hers) is a passionate nonprofit leader, facilitator, and community-based practitioner deeply committed to liberatory social change. Throughout her career, Vanessa's unwavering commitment to amplifying youth voices, genuine investment in community wellbeing, and her innovative approach to moving from theory to practice have earned her recognition as a visionary leader. She credits the entire WPC family for being an instrumental part of her personal and professional journey – her first time attending was in 2007 for #WPC8 and she has only missed 2 since!

Vernon Smith is the Chair an associate professor in the Educational Counseling & Leadership Department at Monmouth University. He teaches graduate courses centered around social justice advocacy in educational counseling and his research centers around empowering young Black males. In addition, he is the founding Director for the Empowering Young Black Males Leadership Mentoring Program and serves as the Assistant Director of the newly established Monmouth University Social Justice Academy.

*We are ready to support
your next meeting, event,
or incentive!*

OUR TEAM WILL
HELP PLAN AND
EXECUTE YOUR
EVENTS WITH
EASE AND
EXPERTISE.

HOSPITALITY SOLUTIONS

lamont
associates

- Global Venue Sourcing
- Cruise Sourcing
- Contract Negotiation
- Golf Incentives, Retreats & Group Tournaments


LIVECON

- Full Meeting Management
- Production Management
- Housing & Registration
- Air & Ground Transportation Coordination
- Mobile Apps
- Custom Solutions for Hotels, Management Companies, DMOs and DMCs


CSRCONNECTIONS

- Creative Social Responsibility Solutions
- Team Building
- CSRSimplified Solutions
- Professional CSR Education and Speaking

lamont
international

- Experience in negotiating and executing events in 130+ countries/territories, with Associates based outside of North America.

CONTACT



Marqita Jones
Senior Director
mjones@lamontco.com
913.406.6577

*Follow us on social media
for the latest updates!*



lamont-associates.com

Victoria E. Romero is the lead author of *Building Resilience in Students Impacted by Adverse Childhood Experiences: A Whole Staff Approach* (2018) and *Race Resilience: Achieving Equity Through Self and Systems Transformation* (2021) Corwin Press. She is a former classroom teacher and principal of two turnaround schools. Currently Victoria coaches administrators and school leadership teams in a process to engage in courageous conversations about how racialization and racial positioning influence thinking, behaviors, and expectations.

Zion Givens stands at the forefront of youth empowerment and prevention efforts. As the co-founder of “Up to It,” Zion has been instrumental in fostering stronger connections within families and communities through open and constructive conversations. His innovative approach to navigating tough topics has made a lasting impact on the lives of countless youth and families. Beyond his role as co-founder, Zion is the enthusiastic host of the “Up to It” podcast, where his father Jamal and he share insight, stories, and practical tips on navigating life’s challenges. In essence, Zion Givens embodies a vibrant force in youth empowerment, contributing significantly to creating resilient and connected communities. Brace yourself for an engaging and enlightening journey with this passionate professional!

General Information

Accessibility: The WPC is firmly committed to providing a conference experience that is inclusive and an accessible and user-friendly environment for all participants. WPC mindfully explores best practices for implementing universal approaches that will robustly enhance the navigation of conference programming and event spacing. A critical component in these efforts is American Sign Language interpretation and captioning resources. WPC works closely with local ASL interpreting agencies to provide interpreting services, upon participant request, for the entire conference experience. At this time, CART /captioning services are available during each keynote session. We work hard to have ASL interpreters available in-person for participants. Please come to the Registration area for #MooreInfo if needed.

All Gender Restrooms: We have designated an all gender restroom in both locations. An all gender restroom is designated for everyone to use. People of all gender identities and expressions are welcome to use these facilities. By choosing to use these restrooms, you agree to refrain from any disruptive behavior (staring, snickering, etc.) that makes any person feel unwelcome. In the words of Vanessa Roberts ... #do your business and mind your business.”. If you prefer a restroom designated for single genders, these are available throughout both locations.

Gender Identity and Expression: Some of us see and experience gender as a spectrum and prefer to opt out of a gender binary system. Please be aware that some people have a preference about the gender pronouns used when they are addressed or referred to. Conference participants and presenters are strongly encouraged to model the use of gender pronouns by stating their gender pronouns when they introduce themselves. Example: "Hello, my name is Stephanie and I use the pronouns she/her/hers."

Film Preview: THE COST OF INHERITANCE explores the complex issue of reparations in the United States and takes a personal approach to understanding our history, systemic injustices, and inequities. We follow descendants of enslavers and the enslaved as they reckon with their past and try to find a just way forward. Through compelling personal narratives, community inquiries, and scholarly insights, it aims to inspire an understanding of the scope and rationale of the reparations debate. Join us Thursday, April 11th at 7pm in The Buckingham Room (Doubletree Hotel) to view this film.

Got Privilege? Marketplace and Exhibitors: The #WPC25Marketplace can be found in the Convention Center Main Hall. Stop by our merchandise area to see the latest WPC tees, sweatshirts & Moore. Be sure to visit our #WPC24 exhibitors and sponsors, located in the Main Hall within the Convention Center.

Internet Access: Complimentary Wi-Fi is provided throughout the Convention Center. There is complimentary Wi-Fi (Hilton Lobby) available Wi-Fi at the Doubletree by Hilton.

Let's Connect



Meals, Dietary Options, the Ce-Liberation Dinner, and Friendraising Luncheon: Your name badge serves as your lunch ticket and indicates your meal preference as well. Boxed lunches must have been pre-purchased during the registration process. They will be distributed in the foyer of the international ballroom at the Doubletree. If you did NOT purchase lunch, there are some great local restaurants.

****You MUST have your name badge to receive a boxed lunch. If you do not have your name badge, you will not be served. If you have lost your name badge, you will need to visit the Info Desk for a replacement.****

Join us Friday for the Friendraising Luncheon featuring Monique Clark. Tickets are required to this event as well. Additional tickets will be available at the WPC Info Desk if available.

Join us Friday night for our Ce-Liberation Dinner, Sneaker Ball & Karaoke (Woodward Room) at Doubletree. Our annual community reception and celebration. Please purchase your tickets during the registration process. They will be on sale at the WPC Marketplace.

Tulsa Friends Room: Tulsa Friends Meeting members (Quakers) will be holding this conference and its participants in the light over the next four days. If you have a specific concern or prayer request, you can submit that at the Quaker worship room at any time. Open, unprogrammed worship (after the manner of Friends) will be offered. All are welcome. Located in Coventry Room @ the Doubletree by Hilton.

Nursing Room: Please inquire at the Registration Booth for location and details.

Networking, Relaxing, & Reflection Room: Need to network or take a minute to relax? Second Floor Conference Room is reserved for networking or relaxing based on what your needs are. This is located in the Doubletree. The deep learning, challenge, and listening demanded by WPC can also demand of us reflection, understanding, reckoning, and gentleness toward the self. Please make use of the quiet space for meditation and reflection.

Presenter and Keynote Check In: Check in is at Doubletree in the Regency Board Room.

Press: ALL members of the press are required to sign a copy of our press policy. Any requests for press, press releases, or statements are to go through Eddie Moore Jr. directly. Contact emj@theprivilegeinstitute.com for authorization and special registration access.

Recording and Copyrights: All WPC content is copyrighted. Sessions may not be recorded or videotaped by anyone without prior written permission from the White Privilege Conference and anyone who will be included in the recording. No materials received at the conference may be reproduced without written permission from the White Privilege Conference and the author. The views of the presenters do not represent the views of The Privilege Institute or the WPC.

Social Media: Connect with conference participants via social media. Get involved by using #WPC25Tulsa and #WeAreFamily hashtags with your posts!

Volunteer Room: The Philbrook Room at the Doubletree is reserved for Volunteers. You can get a snack keep your belongings here (unsecured), take a break, and network.

Yoga with the Founder: Meet at the Registration Table for Yoga with the Founder. See Daily Schedule for date and time.

CEO RELIGIOUS LEADERS
EACHERS ATTORNEYS
CONSULTANT SCHOOL ADMINISTRATORS
CORPORATE EXECUTIVES
HEALTHCARE WORKERS
COMMUNITY LEADER

ANTIRACIST

Educator

TRAINING

JULY 29-31 2024
SAVE THE DATE!

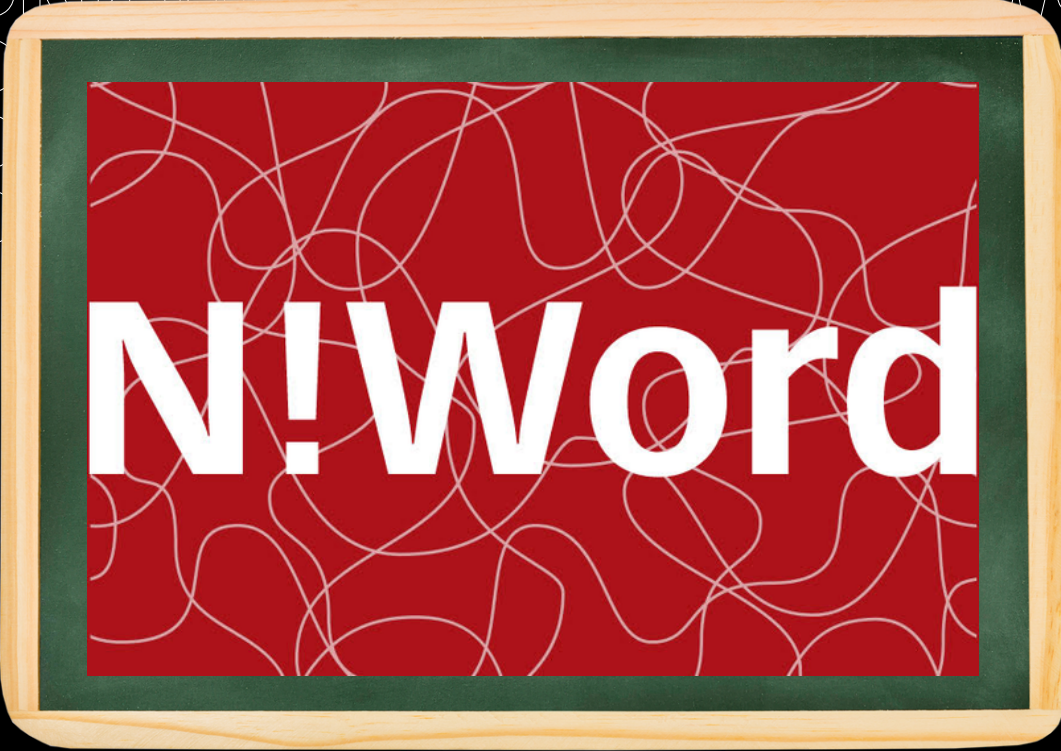


DO A DEEP DIVE INTO LEARNING HOW TO CREATE INCLUSIVE AND EQUITABLE LEARNING ENVIRONMENTS



Brought to you by
ThePrivilegeInsitute.com
AmericaandMoore.com





HOW TO HANDLE IT?

A WORKSHOP FOR EDUCATORS AND COMMUNITY

AUG 7TH 6PM-9PM

AUG 8TH 9AM-4PM

**KEY SCHOOL
ANNAPOLIS, MD**

\$250 PER PERSON

\$600 FOR GROUP OF 3



Workshop Information



AmericaandMoore.com



THE PRIVILEGE INSTITUTE
Research • Education • Action • Leadership



ThePrivilegeInsitute.com
#WPC25Tulsa
April 2024

Program by 24 25 creative
2425creative.com