

UPROOTING WHITE SUPREMACY IN OUR ORGANIZATIONS

SAMPLE AGENDA FOR A TWO-HOUR ONLINE TRAINING

Join us for this online workshop where we will ground participants in an easy-to-use tool to better understand what white supremacy culture is, share specific examples and the most common missteps of how it arises in our organizations, and explore strategies, visions, and policies for how we can disrupt it. Plan to learn and deepen your analysis in practical ways and leave with tools, stories, and visions for bringing liberation and racial justice into the center.

GOALS OF THE TRAINING

- To build a **shared understanding** of white supremacy culture and how it functions on interpersonal, institutional, and cultural levels;
- To highlight the **systemic** nature of racism and white supremacy;
- To share **tools for identifying, talking about, and challenging** the racism that arises even within our organizations working to do good;
- To **name and map** some of the specific ways that racism and white supremacy culture show up in our organizations, and begin to brainstorm strategies for challenging it.

WELCOME AND INTRODUCTIONS

- Welcome to the space, setting expectations for engaging on Zoom
- Facilitator introductions, AORTA introduction
- Review of grounding framework and assumptions
- Defining white supremacy culture
- Sharing goals for the workshop

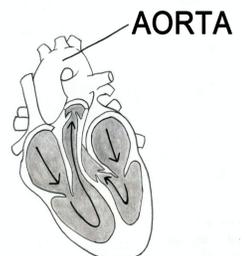
MAPPING WHITE SUPREMACY

This section of the workshop aims to build a shared and deepened analysis about how white supremacy functions systemically. We use visual metaphor and collaborative process to map and articulate the impacts of white supremacy, drawing on both the knowledge and wisdom of the facilitator and of the group.

Goals:

- Parse distinctions and overlap between interpersonal, institutional, and cultural manifestations of racism and white supremacy;
- Give participants tools to identify systems of oppression even in their subtle and insidious forms.

ANTI-OPPRESSION RESOURCE AND TRAINING ALLIANCE
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Key Takeaways:

- Racism is a system in which all white people receive tangible benefits, and all people of color are targeted;
- It is important to specifically name racism/white supremacy and its impacts. AND, in practice, white supremacy is inextricably linked to all systems of oppression; they rely on and are affected by each other, and must be challenged together.
- Racism is much more than prejudice or exclusion; it is a system that is supported by our most fundamental institutions and cultural values;
- It is not enough to “not be (actively) racist”—we must *actively* work against it, or we are perpetuating it.

CHALLENGES IN OUR ORGANIZATIONS

Building on the analysis of systemic white supremacy, we discuss some of the specific ways that elements of white supremacy culture can arise in progressive organizations, based on some of the most common problems that AORTA encounters in our consulting work.

Goals:

- Participants gain tools to apply at their own organization, including in such areas as decision-making, hiring, management and mentorship, organizational culture and values, and more.
- Participants practice thinking critically about organizational practices that may be functioning to uphold white supremacy culture;
- Create space to think creatively about challenging racism within the organization.

Key Takeaways:

- Shared understanding of some of the subtle ways that organizations tend to reproduce white supremacy culture;
- Increased organizational buy-in for undertaking the work of anti-racist transformation;
- Increased understanding of what this work looks like.

CLOSING

Space for Q&A and (depending on the size of the group) discussion.

