



# **ReTHINKING RACISM**

## **For Racial & Social Justice**

*2022 Trainings Dates Including ½ Day Strategizing for Effective Change:*

**September 22-23 – Follow-up Sept 30**

**October 22-23 – Follow-up Oct 29**

**November 17-18 – Follow-up Dec 2**

**December 14-15 – Follow -up Dec 22**

2 Day Training Times: **9am – 5pm EST**

Strategizing Session Times: **9am-1pm EST**

**Continuing Education Credits (CE's) provided by:**

**Rutgers University Behavioral Health Care**

*Social workers; Psychologists; Certified Addiction and Drug Counselors  
and other health care providers.*

**ReTHINKING RACISM** is an intensive 2 ½ day workshop process that is designed to train participants at all levels of your organization to engage in learning and action around issues of race and racism.

While the initial training will build capacity at a micro level, the intent is to create a cadre of leaders to institutionalize a foundation of racial equity & social justice throughout the organization, its constituents, and the community. The process will guide you toward a "Racial Equity Framework" that will inform your practices, policies, and serve as the resource for anti-racism organizational change.

**Equity Consulting Network** is a team of racially and culturally diverse network of Professional Development Consultants, Trainers, Community Organizers, Social Workers, Mentors, and Life Coaches. We offer expertise in providing resources to organizations, community-based groups, and individuals that are ready to take a deeper dive into the processes that lead to racial equity and social justice transformation.

To Register visit our website:

<https://www.equityconsultingnetwork.com/rethinking-racism-workshop>

**2 ½ Days Workshop Cost: \$375**

For questions, concerns or complaints regarding this program please contact:

Annie Rodriguez: [rodriguez@equityconsultingnetwork.com](mailto:rodriguez@equityconsultingnetwork.com)

All individuals who affect the content of continuing education activities are required to disclose to the audience any real or apparent conflict of interest related to the activity. The activity faculty are further required to disclose discussion of off-label/investigational uses in their presentations. These disclosures will be made to the audience at the time of the activity. There is no commercial support for this activity.

## TESTIMONIALS

“I’ve attended several workshops that have presented the analysis shared in the ReThinking Racism Workshop. This workshop helped to refocus my mind and touched my heart. The structure and techniques used to frame and unpack the information, the compassionate language and the creation of a trusting environment provided a model that will definitely impact my work and organizing with various communities.”

***Dornzella Milligan, Community Organizer & Racial Equity Consultant Rockland County***

“The trainers were excellent! Their insightful questions pushed us and challenged us in the best of ways. As a non-profit leader, I was particularly appreciative of the direct and hard-hitting look at the role of racism and white supremacy in non-profit organizations. As a white person, I was grateful for the opportunity to connect deeply with my humanity, the ways that racism harms us all, and my own role in this system. I have participated in a number of similar trainings, and strongly recommend the Equity Consulting Network.”

***Lev Ben-Ezra, Executive Director, Amherst Survival Center***

“I really appreciated the Re-Thinking Racism Workshop that was sponsored by the Office of Institutional Diversity and Inclusivity. It was a gathering of students, faculty, and staff facilitated by excellent facilitator- trainers and was at times an informative space, at times an emotional space, at times a difficult space, and throughout, a vulnerable space.”

“There was something palpable about the experience that is hard to articulate. The words that come to mind for me are inspiration, empathy, and hope to continue this work here where we work and live are a tremendous resource for the community at large.”

***John Wildman, Director of Student Affairs, Hampshire College***

“One of the most, if not the most insightful, powerful, intense, and thought-provoking training. It was the best personal and professional development I could have taken for myself. I am so grateful to Equity Consulting for this workshop.” ***Jessica Moreno-Monterroso, Project Manager, University of Pennsylvania School of Nursing***

“Thank you for your facilitation and your work. It’s done with so much passion, honesty, and empathy, and I truly appreciate how you’ve pushed us to sit in discomfort. I hope our paths cross again soon!” ***Victoria, Austin, TX***

## WORKSHOP OBJECTIVES

To create and support a shared goal of eliminating racial inequities & social injustices participants will engage in transformative and affirmative learning experiences:

- Engage in a learning environment with dialogue and exercises that will build trust and respect
- Engage in an examine of implicit/explicit biases to understanding how socialization produces worldviews that blames individuals for institutional failures and limits our ability to be effective.
- Examine & engage in learning about 15<sup>th</sup> century colonialism, capitalism & racialization of peoples (as inferior/superior), the relationship between them, and how the past informs our present racialized outcomes.
- Enhance understanding of how race/racism and racial injustices manifest in their/people's lives, including the workplace.
- Break down barriers to bridge a group commitment to engage in anti-racism/racial equity work that will lead to a racial equity lens framework.
- Introduction to the use of an *Anti-Racism Praxis Framework* and use of framework to mutually reinforce activities and tools and adopt a culture of sharing vs competition

Recognizing that the "hard work" begins after the training, participants will leave equipped with:

- An understanding that the people are at different stages of development, therefore we take on a practice (with examples throughout the process) of coming together "in the struggle," using agreements such as honesty, respect, agency, staying engaged, etc.
- An understanding of how dynamics like *blind spots* and *Internalized Racial Oppression (Inferiority & Superiority)* and *White Organizational Cultural* imposition (white culture) inform how to move forward with action planning.
- A process (that is modeled throughout) of developing, articulating, and internalizing a racial analysis that will lead to anti-racist, equitable strategies for creating a racially equitable workplace that will tackle the disproportionate outcomes and a culture of inclusiveness
- An understanding of the relationship to institutional power as "gatekeepers," and the implications of social injustices when not aware of positional/institutional power
- A model that can be used to engage (at all levels) in conversations about race, racism, and racial inequities
- A working definition of racism with a historical perspective that bridges social/class injustices and able to recognize how classifications have been used to create anti-blackness/pro-whiteness and connect it to present day context.

## Professional Contact Hours

### **Please Note – to receive documentation for continuing education, all participants must:**

- Arrive on time and be present for the entire three sessions.
- Sign in each day.
- Submit a completed online evaluation
- Partial credits will not be issued to participants arriving late or leaving early.

### **NOTE:**

**Certified Counselors:** Rutgers University Behavioral Health Care has been approved by NBCC as an Approved Continuing Education Provider, ACEP No. 6198. Programs that do not qualify for NBCC credit are clearly identified. Rutgers University Behavioral Health Care is solely responsible for all aspects of the program.



Attendees will be asked to complete an attendance confirmation link at the end of each session for general attendance certificates and CE credits provided by Rutgers UBHC. There will be a \$40 fee for CE certificate fees. Payment can be completed in the RBHSCloudCME payment portal after completing mandatory post-program continuing education evaluation.



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INTERPROFESSIONAL CONTINUING EDUCATION

In support of improving patient care, this activity has been jointly planned and implemented by UBHC and Rutgers Biomedical Health Sciences and Equity Consulting Network, LLC. Rutgers Biomedical Health Sciences is jointly accredited by the Accreditation Council for Continuing Medical Education (ACCME), the Accreditation Council for Pharmacy Education (ACPE), and the American Nurses Credentialing Center (ANCC), to provide continuing education for the healthcare team.



**Social Work ASWB:** As a Jointly Accredited Organization, RBHS and Rutgers UBHC is approved to offer social work continuing education by the Association of Social Work Boards (ASWB) Approved Continuing Education (ACE) program. Organizations, not individual courses, are approved under this program. State and provincial regulatory boards have the final authority to determine whether an individual course may be accepted for continuing education credit. Rutgers UBHC maintains responsibility for this course. Social workers completing this course receive 20 clinical continuing education credits



**Psychologists:** Rutgers Biomedical and Health Sciences is approved by the American Psychological Association to sponsor continuing education for psychologists. Rutgers Biomedical and Health Sciences maintains responsibility for this program and its content. This activity will offer 20 CE credits for psychologists. Content presented in this course meets criteria for Cultural Competency CE requirements.

*Content presented in this course meets criteria for Cultural Competency CE requirements.*

If a participant or potential participant would like to express a concern about his/her experience with Rutgers University Behavioral Health Care, he/she may e-mail Laura Burns at [burnsl1@ubhc.rutgers.edu](mailto:burnsl1@ubhc.rutgers.edu). Although we do not guarantee a particular outcome, the individual can expect us to consider the concern, make any necessary decision and respond within 5 business days.

*Certificate of Attendance will be available for those seeking other types of continuing education credits.*

### Training Agenda

Time	Day 1	Time	Day 2	Time	Day 3
9:00-10:30	<ul style="list-style-type: none"> <li>Group Agreements</li> <li>Relationship building through introductions</li> </ul>	9:00-10:00	<ul style="list-style-type: none"> <li>Group Check: What has stayed with you?</li> </ul> <p>Unanswered Questions?</p>	9:00-9:20	<ul style="list-style-type: none"> <li>Welcome Back &amp; Group Agreements</li> </ul>
10:30-10:45	BREAK	10:00-10:15	Break	9:20-9:45	<ul style="list-style-type: none"> <li>Check-in: What stood out for you? New Awareness</li> </ul>
10:45-12:00	<ul style="list-style-type: none"> <li>Perceptual Lenses: expose how we have different ways of seeing things, different perspectives</li> <li>The dimensions of social group identity</li> <li>Groundwater: moving to “systems” analysis</li> </ul>	10:15-12:15pm	<ul style="list-style-type: none"> <li>Defining Internalized Racial Oppression-Inferiority/Superiority</li> <li>Affinity Group Work: <i>White</i>: examine loss of cultural values/norms, manifestation of superiority, and dehumanization.</li> </ul> <p><i>BIPOC</i>: holding on/creating cultural norms for survival, examining anti-blackness and the impact on us, community, collective power, internalization of inferiority and how it manifest</p>	9:45-10:15	<ul style="list-style-type: none"> <li>Review Training Process</li> </ul>
1 <sup>st</sup> Level ReThinking Individual Power:				10:25-11:25	<ul style="list-style-type: none"> <li>Slippery Slopes: Group Work: Constant repetitive issues that render ineffectiveness and/or Divisiveness</li> </ul>
				11:25-11:40	Break
				11:40-12:30	<p>Depending on group &amp; time we will cover:</p> <ul style="list-style-type: none"> <li>Anti-racist guiding principles</li> <li>Strategizing using</li> </ul>

					Praxis Framework
12 – 1pm	Lunch	1:15-2:15	Lunch	12:30-1pm	Checkout: Taking your rightful place
1pm-2:45  2 <sup>nd</sup> Level ReThinking Institutional Power	<ul style="list-style-type: none"> <li>• <i>Disinvestment Exercise &amp; Gatekeeping</i></li> <li>• Community Investment: how, why and stereotypes</li> </ul> Integrating Individual & Systems thinking in relation to power	2:15 - 3:30	<ul style="list-style-type: none"> <li>• Diving into the <i>Forms of Racism</i> in Organizations: <b>Individual</b> acts, <b>Institutional</b> support, <b>Cultures In Contrast</b> (historically using militarism &amp; linguistics)</li> </ul>		
2:45 – 3pm	Break	3:30 – 3:45	Break		
3pm-5pm	<ul style="list-style-type: none"> <li>• <i>Definition of Racism</i></li> <li>• 1500's Creating Race in relation to Colonialism &amp; Capitalism.</li> <li>• U.S. History: The Affirming of "White"ness: narratives, laws, practices, programs,</li> <li>• Collective/Systemic POWER</li> </ul>	3:45 – 5pm	<ul style="list-style-type: none"> <li>• Continued: Diving into <i>Forms of Racism</i></li> </ul> Small group (practice tools) work  Introduction to Racial Equity <i>Praxis Framework</i> unity of two activities— reflection and action for institutional transformation  Closing		