

# #BecomingAntiRacistConference

Proven. Experienced. Action-Orientated.



**“Not everything  
that is faced can  
be changed,  
but nothing can  
be changed until  
it is faced.”**

– James Baldwin



**THE PRIVILEGE INSTITUTE**  
Research • Education • Action • Leadership

**March 26-29, 2025**

# lamontco

*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

### CONTACT



Marqita Jones  
Senior Director  
mjones@lamontco.com  
913.406.6577

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



<https://www.lamontco.com>

lamont  
associates

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



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

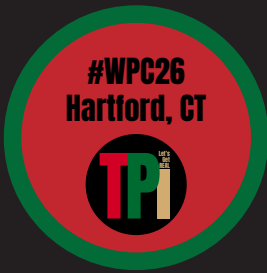


CSR CONNECTIONS

- 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.



# Find What You're Looking For

21-Day REHB Challenge.....	40
Board of Directors.....	2
Books to Read.....	29, 41, 46
Caucus Work .....	11
Community Agreement.....	3
Disclaimer.....	2
Emcees.....	19
Film Review.....	13
Glossary .....	4-10
Keynotes.....	20
Schedule.....	16-17
Sock Hop.....	19
Sponsors.....	14-15
UDP.....	25
Wednesday Institutes.....	18
Welcome.....	1
Workshop Rankings.....	21
Workshops: Thursday.....	22-32
Workshops: Friday.....	33-44
Workshops: Saturday.....	45-50
Yoga.....	25
Youth Action Project.....	12

**“Not everything  
that is faced can  
be changed,  
but nothing can be  
changed until it is  
faced.”**

**- James Baldwin**



**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](http://ThePrivilegeInstitute.com) for more information.**

# Welcome

#WPC26CT #BecomingAntiRacistConference

The White Privilege Conference (WPC) is 26 years young with Moore to come! ThankU everyone who has supported, believed, trusted, worked, volunteered, presented, keynoted, impacted, inspired and changed lives with us over the years. Remember, our focus is to examine, explore, expose, and act against white supremacy, white privilege, and all forms of oppression. Use #WPC26CT, #MooreGoodTrouble, #BeAboutIt and #BecomingAntiRacistConference in all social media posts.

Listen, to make WPC strong(er) and #MooreSustainable, we still need YOUR SUPPORT! We are, and will remain, a predominately volunteer run organization and cannot succeed without YOU! We need grant writing skills, fundraising skills, networking skills, A.I. skills, social media skills and budgeting skills on our team. Additionally, we need some financial support from EVERY WPC participant. Please, consider giving something today! Maybe you can give us a latte & croissant (\$10) or #Moore (\$1,000). All of you can help ensure the work of TPI is sustained for the next 10 years. Please, make a gift online at [theprivilegeinstitute.com/donate](http://theprivilegeinstitute.com/donate).

As a community, we are unstoppable! We must continue to foster an environment filled and fueled by #realtalk and #realsolutions. Remember, the knowledge and love you receive at WPC is not yours to keep. Please, share what you learn with family, friends, community, workplace and social networks.

Lastly, our theme (inspired by Baldwin) is all about challenge, change and action! We are insisting every participant, every day, be open to a simple philosophy of (be) challenged, (be) changed and action. Ery'body has work to do! And #NowIsOurTime. Let's get REAL!

***Dr. Eddie Moore Jr., TPI Founder and Executive Director  
& TPI Board Members***

Join  
our  
mailing list



LOVE AND JUSTICE FOOTPRINT



Research • Education • Action • Leadership

The Privilege Institute's Newsletter  
by Dr. Eddie Moore Jr. & Dr. Rita S. Fierro

FIERRO  
CONSULTING

# Board of Directors

**Dr. Eddie Moore Jr.**  
Founder &  
Executive Director



John-Paul  
Chaisson-Cardenas



Joseph Flynn



Adam Jackson



Heather Moore



Marguerite Penick



LaRue A. Pierce



Alice (Allison)  
Ragland



Sherard A.  
Robbins



Chirona Rose  
Silverstein



Orinthia Swindell

**Want to join our Board?**  
Email [wpcinfo@theprivilegeinstitute.com](mailto:wpcinfo@theprivilegeinstitute.com)  
for information on how to apply.



**THE PRIVILEGE INSTITUTE**  
Research • Education • Action • Leadership

## DISCLAIMER!

The information shared by the presenter(s) is their intellectual property and as such makes no claims to represent the ideas or views of The White Privilege Conference or The Privilege Institute, its founder or sponsors or the institutions, organizations or employers of the presenter(s).

The intellectual property shared in this space should not be recorded by anyone, including but not limited to the presenter(s) or participants under any circumstances. Disregard of this restriction may result in removal from this conference and restriction from attending in the future.



# #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.

# Know the Meaning

## **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.

# Understanding Language

**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.

# Common Language

## \*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.

**Facilitator:**  
Jamal Givens





# Film Review: Thursday, 7:30-9 pm

The 11th Floor Ballroom



James Baldwin

PROJECT



OUTREACH & ENGAGEMENT

BUILDING ON THE DOCUMENTARY FILM CLASSIC

*JAMES BALDWIN: THE PRICE OF THE TICKET*

Back in 1989, *THE PRICE OF THE TICKET* was honored at festivals in over two dozen countries and received stellar reviews. Now considered a classic, the original 16mm film has been restored and re-mastered by the James Baldwin Project for international distribution and public engagement, one community at a time.

In archival excerpts from over one hundred sources and nine different countries, Baldwin shares his message with first-person urgency: exploring what it means to be born Black, impoverished, gay and gifted—in a world that has yet to understand that “all men are brothers.”

Director: Karen Thorsen

Co-Producers: Karen Thorsen, Bill Miles, Douglas K. Dempsey

Executive Producers: Albert Maysles & Susan Lacy

A James Baldwin Project / Maysles Films / American Masters Co-Production



# #WPC26CT Sponsors

Thank You **Stakeholder**



Thank You **Collaborator** Sponsors

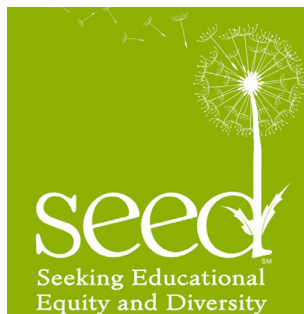


CHRIST CHURCH CATHEDRAL  
CONNECTICUT'S CATHEDRAL

Thank You **Partner** Sponsor



Thank You **Connecting** Sponsor



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

## Thank You **Respecting** Sponsors



BY SAM STOLNUN IN HONOR OF  
REV. & MRS.  
JOHNNIE & THELMA MOUNING



## Thank You **Understanding** Sponsors



## Thank You **Ally** Sponsors



*Dr. Stephanie R. Logan*

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

# Conference Schedule

**Day 1: Wednesday, March 26, 2025**  
**Wednesday Institutes, 7am-8pm**

**Day 2: Thursday, March 27, 2025**

7-7:45 am	Yoga with the Founder
8-10 am	Registration/Check In
8 am-9 pm	Relfection Room
8:30-9 am	Welcome & Edutainment
9-10 am	<b>Keynote 1: jessica Care moore</b>
10 am-4 pm	Info Booth & Exhibit Tables Open
10:30 am-12 pm	Concurrent Workshops – Session 1
12-1:30 pm	Lunch & Networking
12-1:30 pm	Founder’s Roundtable
1:30-3 pm	Concurrent Workshops – Session 2
3:30-5 pm	Concurrent Workshops – Session 3
5:30-6 pm	Intersectionality Caucus Check In: How We Doing (Past, Present, & Future)
6:30-7:30 pm	Caucus Space
7:30-9 pm	<b>Film Review: <i>BALDWIN: THE PRICE OF THE TICKET</i></b>

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

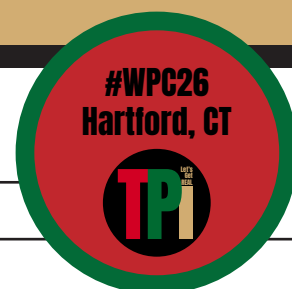


A seminar to teach teens how to "earn it" (compound interest) by building capital & wealth



Learn #Moore

## Day 3: Friday, March 28, 2025



7-7:45 am	Yoga with the Founder
8-9:30 am	Registration/Check In
8:30-9 am	<b>Welcome &amp; Acknowledgement by Tribal Chief Schaghticoke Tribal Nation</b>
9-10 am	<b>Keynote 2: Oiyen Poon</b>
10 am-4 pm	Info Booth & Exhibit Tables Open
10:30 am-12 pm	Concurrent Workshops – Session 4
12-2 pm	Lunch & Networking
12-2 pm	<b>*Fundraising Luncheon ft. Omekongo Dibinga (Ticket Required)</b>
2-3:30 pm	Concurrent Workshops – Session 5
3:30-5 pm	Concurrent Workshops – Session 6
5:15-6:30 pm	Caucus Space
6-9 pm	<b>*Ce-Liberation Event: Dancing, Salsa, Karoke &amp; #Moore (Ticket Required)</b>

## Day 4: Saturday, March 29, 2025

7-7:45 am	Coffee with the WPC Founder (BYOC: Bring Your Own Coffee)
8-8:30 am	Welcome & Lift Every Voice & Sing *All Sing*
8:30-9 am	Host Team Intros & Celebrations
9-10 am	<b>Keynote 3: Dante King</b>
10 am-3 pm	Info Booth & Exhibit Tables Open
10:30 am-12 pm	Concurrent Workshops – Session 7
12-1:30 pm	Lunch & Networking
1:30-3 pm	Concurrent Workshops – Session 8
3:30-5 pm	Concurrent Workshops – Session 9
5:30-6:30 pm	Intersectionality Caucus & Debrief (21-Day Challenge© Action Preparing for #WPC26)
3-6 pm	Expo Move Out
7-9 pm	Appreciation, CeLiberation, & Moore

# Wednesday Institutes

9 am-5 pm

<b>Challenging Colonial Legacies: Advanced Facilitation Skills for Engaging Liberation Dialogues with Love and Humanity</b>	Natalie Thoreson
<b>Diagnosing Whiteness and Anti-Blackness Docuserie</b>	Dante King
<b>Engaging Institutional Resistance</b>	Jenna Chandler-Ward, Elizabeth Denevi
<b>Navigating Triggering, Difficult Situations in Racial Justice Work as Leaders and Change Agents</b>	Kathy Obear, Tanya Williams, Beth Yohe
<b>The Art of Culturally Competent Conversations</b>	Ama Agyapong
<b>Truth is... We are Not Ok! A (re)STORYative Space For Womxn of Color Change Makers</b>	Heather 'Byrd', Joan Edwards, Catherine Wong
<b>What Does It Mean to Be White?</b>	Jaylen, Danae Jones
<b>When Facing Truth and Making Change Begins Inside</b>	Debby Irving
<b>Illustrating Identities and Intersectionality – TPI Antiracist Cert.</b>	Daniel Zinnel <b>*Virtual Presenter*</b>

**Knapsack**  
**INSTITUTE**  
TRANSFORMING TEACHING & LEARNING



Designed for anyone committed to creating more inclusive and supportive environments where everyone can thrive and reach their fullest potential.

**A Unique 3-Day Virtual Experience**  
**June 9-11, 2025**  
**9 am-3 pm MST**

The Knapsack Institute provides the most current research, tools, and strategies, while building community and fostering self-care.

- Facilitated by award-winning specialists in social justice pedagogy
- Graduate credit available
- Counts towards our graduate certificate in diversity, social justice, and inclusion

**Learn more at [KNAPSACK.UCCS.EDU](https://knapsack.uccs.edu)**

*The Knapsack Institute is a program of the  
Matrix Center for the Advancement of Social Equity and Inclusion*

# Meet the Emcees

Jaxsen is an outstanding scholar-athlete from Green Bay, WI. He plans to pursue an academic career in political science and become an attorney with a law degree from an Ivy League school.



**Jaxsen Moore**



**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.

## #WPC26CT Ce-Liberation Event 11th floor MPR



**FRIDAY, MARCH 28, 2025, 6-9 PM**

# SOCK HOP

**Dancing, Salsa & Karaoke • Grammy's Inspired Attire**

\*Donations benefit local Hartford charity\*

**#SockItToSupremacy #SockItToOppression**

Emcees, Sock Hop – 19

THURSDAY

# Meet the Keynotes



Read #Moore



## Jessica Care Moore

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

FRIDAY



## OIYAN POON

- Race & Education Scholar & Author
- College Admissions Futures Co-Lab



## OMEKONGO DIBINGA - Friday Luncheon Speaker

- Award-Winning Leadership, Diversity, Inclusion & Antiracism Strategist Author Speaker
- UPstander

SATURDAY



## DANTE KING

- Award-Winning Author, Educator, Leader, Speaker & Innovator
- Dante King Consulting & King of Kings Consulting

Stay connected. Find keynotes & emcees on





# 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.

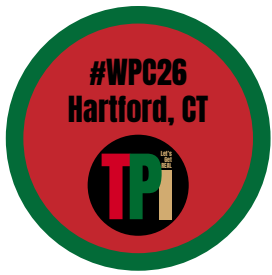


**ADVANCED WORKSHOPS** are appropriate for individuals who are educators, facilitators, practitioners and leaders in areas of cultural diversity, and who have a highly developed understanding of privilege, anti-racism, oppression, and intercultural issues. Each offers ways in which advanced participants 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.



**THE ANTI-RACIST CERTIFICATE** equips participants with the knowledge, skills, and strategies to actively challenge and dismantle racism in personal, professional, and institutional contexts. Rooted in critical anti-racist research, the program emphasizes the systemic nature of racism, the role of privilege and bias, and actionable practices to foster equity and inclusion.





# Let's Get REAL Workshops

## Thursday, Session 1 - 10:30 am-12 pm

### **Colonization and Oppression: Interrogating Histories, Imagining Futures – Intermediate (Natalie Thoreson)**

Through lecture, reflective discussion, and experiential activity, participants explore how colonization established the systems of oppression that persist today. They reflect on their own roles in maintaining or challenging these structures and gain tools to begin identifying and addressing the roots of oppression in their personal and professional lives. By understanding the foundational role colonization plays in these dynamics, participants are better equipped to engage in efforts that foster more inclusive, equitable, and just futures. This workshop offers essential insights for those committed to anti-oppression and liberation work.

### **Creating Conversational Capacity To Drive Change – Intermediate (Gail Cruise-Robeson & Pat Savage-Williams)**

In a world with so much technology and information, why do our conversations keep getting shorter and shorter? What does this say about our relational capacity and ability to move through discomfort and even injustice to build towards being whole and well? In this session, we will share our work from the past forty years in building people's collective capacity to learn together through dialogue to be more just. This interactive session invites everyone to practice our SEED methods that can be brought directly back to our home communities, organizations, and institutions.

### **Transformational Conversations: Moving From Fear to Curiosity – Beginner (Debby Irving)**

Because dominant white culture encourages us to avoid conflict, many of us raised in it have not fully developed the insight and skill necessary to broach and navigate differences of perspective and opinion. Too often these unskilled conversations are broached only to go from bad to worse, leaving people in divided camps teeming with assumption and anger that further divides us. There is a different way; one that can nurture and grow us personally and collectively. This workshop explores how to embed new, transformational norms into our personal and institutional practices.

### **Leading for Change: Centering Humanity as Your North Star – Intermediate (Robin Bryers)**

Let's face it, every leader has consumed the same ideology around what makes an effective leader and sadly, much of it upholds white supremacist values. This workshop aims to equip you with values and behaviors that center humanity as an antidote to white supremacy culture. We will collectively explore the question, how do leaders embed humanistic practices into their approach to create more equitable, just, and liberated futures? What change could be possible if we faced the truth about how we've been taught to think about leadership?

[Read Workshop Presenter Bios](#)



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

**(Kathy Obear)**

A predictable trap 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 interactive session, participants review practical resources to use a Racial Equity Lens to analyze and revise existing policies, programs, practices, norms, and services as well as keep racial equity and inclusion centered in planning and decision-making processes.

## **Unpacking Curriculum Violence – Intermediate**

**(Carolyn Strong)**

Originally defined in 2010 by Ighodaro and Wiggins, curriculum violence is “the deliberate manipulation of academic programming which compromises the intellectual or psychological well-being of learners.” However, the impact of curriculum violence on learners transcends intent. This workshop explores how curriculum violence harms marginalized groups within the classroom, a space intended for safety and learning.

## **Are We Born with Bias? – Intermediate**

**(Jen Cort)**

From birth, our brains absorb and process information from our environment, shaping biases we carry throughout life. Many biases are formed from birth to age four, followed by a period of plasticity until age 12, and then become fixed. This session explores how conscious and unconscious biases form in infancy through the influence of family, media, and societal structures. Attendees learn strategies to reinforce or challenge these biases through intentional actions, helping create environments that foster open-mindedness, empathy, and inclusivity.

## **Educate for Change: Dismantling Privilege in Neurodiverse Learning – Beginner**

**(Mary Corbelli)**

Explore the influence of eurocentric values and biases, which perpetuate white supremacy and privilege within our country and educational system, impacting neurodiverse students. These dynamics create additional challenges for Students and Families of Color as they navigate complex systems often designed to uphold historical and existing power structures rooted in white privilege. Together, we summarize key takeaways and commit to shared action steps to carry forward beyond the conference.

## **An Antiracist Approach to Policing Procedure Development – Advanced**

***Reimagining Public Safety: Using Antiracist Frameworks to Transform Policing Procedures***

**(Tabitha Moore)**

Traditional police reform—like implicit bias training—fails to dismantle the structural racism embedded in law enforcement. This workshop takes a radical and actionable approach, equipping participants with strategies to build identity-responsive policing procedures that center racial justice, trust, and community collaboration. Using the nation’s first antiracist policing procedure as a case study, this session explores three key themes—Trust & Legitimacy, Inclusion & Belonging, and Healing & Liberation. This session provides a blueprint for dismantling systemic racism and developing public safety models that work for all.

## **Racial Gaslighting 101 – Intermediate (Alice Ragland)**

In this session, we dive into the concept of racial gaslighting—the process by which the lived experiences of Black, Indigenous, and People of Color are dismissed, minimized, or twisted to uphold the status quo of racial inequity. Leave with the tools to identify and confront racial gaslighting in your everyday life, whether at work, school, or in the media. Rooted in historical context, this session empowers you to challenge these harmful narratives and build a deeper understanding of how to push back against racial injustice, while creating spaces for more honest, inclusive conversations. Don't miss out on this critical conversation that's long overdue.

## **“All Skin Folk Ain't Kin Folk”: Let's Get Real – Intermediate**

**Jamie Washington & Sam Offer**

Have you ever been surprised, disappointed, shocked, 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 your own communities? While the phrase, “all skin folk ain't kin folk” is most often used in a racialized context, the work in this session is useful to any minoritized community that has experienced hurt from within. Come with real situations. Come prepared to do real work. Come knowing that while we may not get finished, we will have a path forward.

## **STEAMVE\$TMENTS: Making a Dollar Out of 15 Cents for Justice – TPI Antiracist Certificate Program: \*In-Person Workshop\***

**(Eddie Moore Jr. & Ken Mouning)**

This workshop is designed for social justice leaders interested in adding another strategy for justice—financial empowerment. Albert Einstein said, “Compound interest is the eighth wonder of the world. He who understands it, earns it ... he who doesn't ... pays it.” STEAMVE\$TMENTS is about teaching social justice advocates how to earn it (compound interest) by building capital and building wealth, while providing exposure to STEAM careers, salaries, and the vast possibilities of the future. It's about building a stronger future as we fight white supremacy, (white) privilege and all oppression.

# **Thursday, Session 2 - 1:30-3 pm**

## **Examining the Organizational and Brand Value of Whiteness, Racial Politics, & Anti-Blackness in America – Intermediate**

**(Dante King)**

This workshop examines the development of whiteness, white culture, and white identity in North America. It focuses on the developments and intersections between white capitalism, white religion, the enslavement of Black peoples, white legality, white politics, and the beginning of white governance in 16th-century America. It also explores how white economics, white solidarity and white benefits indoctrinated, enabled, and incentivized white people to normalize complicity in anti-Black terror and subjugation.

**“Those who say it can't be done are usually interrupted by others doing it.” –JB**



# Yoga with the Founder

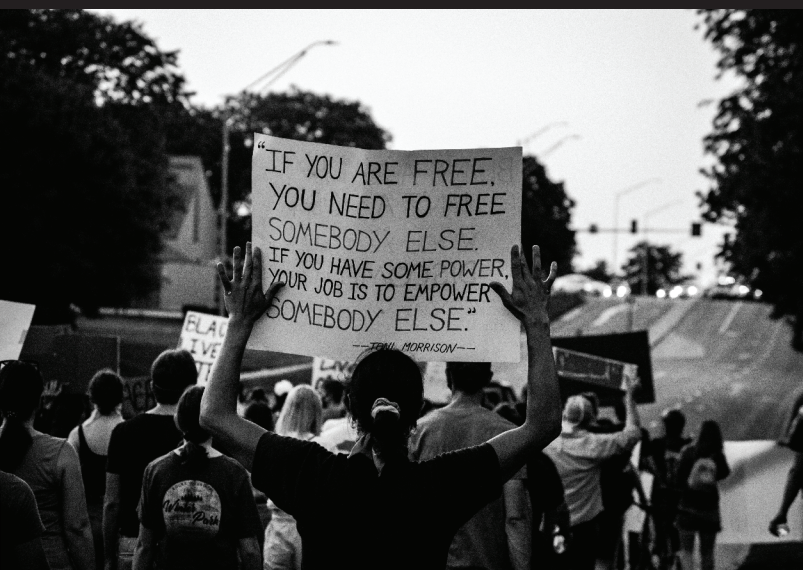
Thursday & Friday from 7-7:45 am  
with Eddie Moore Jr., Certified Yoga Instructor

Restorative mind-body practices focus on the breath to build strength, balance, flexibility and #Moore! Move your bodies, process emotions/ thoughts, release tension, and cultivate resilience and self-compassion as we remain focused on being and inspiring #MooreGoodTrouble.

WPC yoga classes are free, open, and accessible to all.

# UDP

Understanding & Dismantling Privilege



**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](mailto:wpcinfo@theprivilegeinstitute.com).

Yoga & UDP – 25

Official Journal of The Privilege Institute



## **White Christian Supremacy in anti-DEI Educational Settings: A Review of Current Efforts & Guidance for the Future – Intermediate**

**(Cody Nielsen)**

The anti-DEI movement continues to interrupt anti-racism and decolonization efforts in education settings. How we address the threat at the heart of the matter, white Christian supremacy, is of vital importance as we continue to build momentum post 2024 election. This session takes a deep dive at how white Christian nationalism and supremacy is “baked” into our cultural ethos, how we might work together to dismantle it, and how the threat of our own unconscious bias related to religious and spiritual identities can be at the heart of the issue.

## **White Women Facing Truths of Complicity & Accountability – Beginner**

**(Robin Alpren & Robin Schlenger)**

This session is designed as a caucus space for people socialized as white and female (including trans women and non-binary people) looking to challenge the ways white feminism shows up in and is perpetuated by white cis gender women. This is an introduction to an intensive online course, The Arc of white Womanhood. White culture teaches us to be ahistorical. We’ll be asking: How does our mix of statuses impact white women as anti-racist activists? How does our history shape us? How have racism and patriarchy obstructed a sisterhood between Black, Indigenous and Women of Color, and white women? Can we undo the racism of white feminism? Who are models for white anti-racist women?

## **Executing Anti-Blackness: An Indictment of Anti-Black Racism in America – Intermediate**

**(Sherard Robbins)**

Since its incipience, the US has grappled with many issues of social and racial injustice; yet no issue has served as a greater burden to the country’s progress than that of Anti-Black racism. Coined to name the kind of racial prejudice directed towards Black people (Boston University, 2022), anti-Blackness is not something that is a result of a given moment, but rather, something that has been carefully crafted and designed by the U.S. government to work in concert with every American social institution since before the country’s framing. This specific workshop examines how anti-Black racism was birthed out of the Executive Branch of the US government.

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

**(Norma Johnson & Sam Fuqua)**

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, from individuals to a global community. Our podcast explores the many creative ways people make bridges across the divides of our varied human conflicts. This fun and interactive workshop will show you how. Bring your smartphone, tablet or computer and let’s get started! We explore what matters to you and your message; podcast formats; how to build your team and gather your tools, equipment and software; how to establish your podcast community; and how to introduce your podcast to the world!

## **Self-Awareness for Systemic Change – Beginner**

**(Ian Gibbs-Hall)**

This session engages participants through personal skill building to create a new perspective to and sense of self to support their leadership journey. Curated content, self-reflection, and facilitated group discussions allow participants to recognize what makes them one-of-a-kind and recognize how there never has been or will be anyone like them in the universe. This awareness separates participants from the implications and expectations of our current reality enabled through identities

and labels—it leaves room for nuance. The session aims to create a culture of genuine empathy and provide a tangible end goal for systemic change efforts. Participants leave with a new way to view themselves, others, and the effectiveness of our attempts to create a racially equitable society.

### **Creating Resilient Networks: A Roundtable for Black Women and Women of Color in DEI and Educational Leadership – Advanced**

**(Debra Griffith)**

This interactive roundtable session is an affinity space for Black women and women of color in mid-to-senior educational and DEI leadership roles. Aligned with the WPC26CT's theme, Facing Truth & Making Change, this session provides a supportive platform for sharing and strategizing around the unique challenges of navigating predominantly white institutions and systems. This session is designed to be a restorative and empowering space, equipping participants with actionable insights and fostering a community that transcends conference walls.

### **Dismantling White Supremacy by Healing White Jewish Bodies – Advanced**

**(Sarah Hershey)**

Like other oppressed groups, Ashkenazi Jews have inherited intergenerational trauma through both learned survival behaviors and genetic transmission (epigenetics). How can white Jews heal along this intersection? What does it mean to have in our bodies the same white supremacy that is complicit in our ancestors' genocide? What survival behaviors do we enact unconsciously that reinforce both our internalized antisemitism and white dominance? How can we access the resilience we inherited alongside the trauma? This workshop provides a space for white Jews to practice feeling this complexity in our bodies in order to heal from it. Without such somatic healing, we cannot fully challenge white supremacy and achieve collective liberation.



**EVERYDAY PEOPLE  
SPEAKERS BUREAU**

**TPI & WPC have partnered with  
motivating & inspirational experts  
to bring them to your community**

Yusef Salaam of New York City

Learn #Moore



## **Food Justice Track: Transformative Agroecology as a Tool for Food Sovereignty and Institutional Change – Intermediate**

**(Karen Nordstrom & V. Ernesto Méndez)**

This interactive session explores agroecology's evolution from an approach focused on agriculture and farming into one that includes social movements advancing food sovereignty and equity. Through a case study of the Institute for Agroecology (IfA) at a land grant institution, presenters demonstrate how transformative agroecology challenges existing power structures in the food system. Participants engage in paired exercises exploring how consciousness practices can transform institutional approaches to food systems work. Through hands-on activities, attendees gain practical tools for implementing equity-centered agroecological approaches in their own contexts, connecting social justice with our relationships to land, food, and community.

## **They Not Like Us: Facing Truth About Black Men in a White Supremacist Society – Intermediate**

**(Bryant K. Smith)**

Capitalizing on the sentiment expressed in Kendrick Lamar's smash hit "Not like us", this experiential learning session is an exercise in critical thinking and intentional action. Attendees will engage in a series of activities incorporating multimedia clips that will help them understand the truth about the manner in which Black men are perceived, engaged, and challenged by white supremacist ideology, policies and practices.

## **The 7 C's of Leading with Humanity, While Fighting white supremacy– Beginner**

**(Matthew Reynolds)**

How much of your thinking is your thinking? Through a sense of Curiosity, not surviving, begin to learn how indoctrination into the status quo's ideas of success and power, and a white supremacy culture, shapes the identifiers you use and false narratives about yourself. We explore the importance of adopting a growth mindset for the benefit of your classroom/school/company culture and personal growth. The use of the 7 C's, Curiosity, Creativity, Collaboration, Clarity, Connection, Consistency, and Compassion guides us towards communal healing and leading with our humanity as we recognize the humanity in each other.

## **Thera-Me: Your Ultimate Self-Development Tool – Beginner**

**(Fatima Hafiz)**

This experiential session introduces participants to the TheraMe app and guides them through its key features to enhance their social-emotional well-being. Participants engage in activities that promote self-awareness, emotional expression, and mindful practices.

## **I Need You to Survive – Beginner**

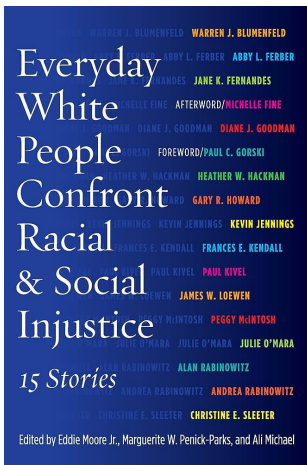
**(Sam Offer)**

Feeling isolated? Unsure of your next steps or how to take them? In a world that constantly tests our strength, we must stand together and lift each other up, fortify our resilience, and summon the courage to press forward in our justice work. Many of us are grappling with difficult questions. In times of uncertainty, reflection is essential. Let's come together to explore these questions, strengthen our resilience, and reaffirm why the fight for justice is always worth it. This transformative session offers a sanctuary for connection, introspection, and renewal. Together, we delve into what it truly means to sustain ourselves and one another, ensuring that our commitment to creating change remains steadfast.

**Read Workshop Presenter Bios**







**Everyday White People Confront Racial & Social Injustice** is 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. **Editors: Eddie Moore, Marguerite W. Penick & Ali Michael**

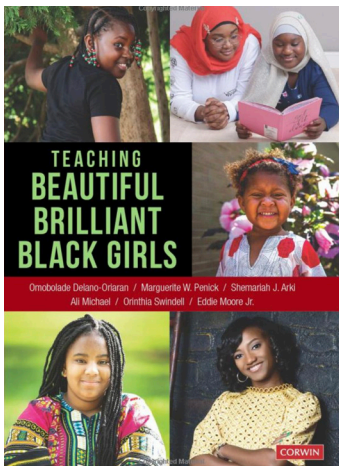
Get your book signed by buying at the WPC Bookstore!



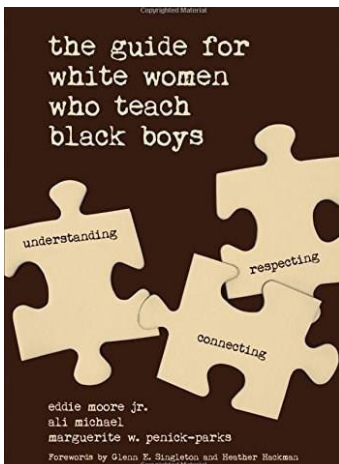
# The Diversity Consultant Cookbook

Find the guidance to prepare, get going & succeed

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



**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**



## **Dismantling White Supremacy from the Inside-Out – Beginner**

**(Rita Sinorita)**

In this session, we'll explore the One System Framework from Digging Up the Seeds of White Supremacy and the Liberation Inside-Out methodology to uncover white supremacy's hidden seeds within social justice campaigns and projects. You'll learn tools to transform these seeds and deepen allyship by overcoming common tropes. We'll also explore the true nature of systems transformation, revealing the authentic paths to dismantling white supremacy while challenging superficial forms of change. This workshop is for changemakers ready to transform both systems and themselves.

# **Thursday, Session 3 - 3:30-5 pm**

## **Whitewashing DEI: Centering White Students and Obstructing DEI Work That Doesn't – Intermediate**

**(David J Luke)**

Discuss challenges in doing race-centered social justice work at Historically White Colleges or Universities (HWCUs): how these racialized organizations (Ray 2019) center whiteness and white people at the organizational level, and how white people in these organizations often obstruct DEI initiatives that fail to center whiteness at the interpersonal level. This session offers comparisons to one of the nation's only colleges that was intentionally integrated at its founding, Berea College. Those doing race-focused advocacy, education, and student affairs work at HWCUs and other white racialized organizations should benefit from this session.

## **Challenges When Decolonizing Anti-Bias Work – Intermediate**

**(Dr. Claudia A. Fox Tree)**

Transforming curriculum is essential, but it's not enough. We need to be "decolonizing" if we want to be effective anti-racist educators. Decolonizing includes closing the knowledge gap about Native American history and culture in the United States. It means defining colonialism alongside racism. It includes understanding settler privilege and recognizing Indigenous knowledge before and after 1492.

## **Breaking the Bamboo Ceiling: Advancing Asian American Leadership – – Beginner**

**(Cindu Thomas-George)**

Despite being the fastest-growing ethnic group in the U.S., Asian Americans are significantly underrepresented in leadership roles due to stereotypes, cultural stigmas, and systemic barriers known as the Bamboo Ceiling. This interactive workshop delves into these challenges, exploring the diversity within the Asian American community and debunking common stereotypes and myths like the model minority myth. Attendees gain practical insights and strategies to disrupt the Bamboo Ceiling that prevents Asian Americans from advancing into leadership roles.

## **Breaking the Chains: Exploring the Impact of White Supremacy on Mental Health in Communities of Color – Beginner**

**(Jamal Givens)**

This interactive session explores the lasting impact of white supremacy on the mental health of people of color, examining both its historical roots and present-day effects. We discuss how systemic racism shapes mental health, contributing to stress, trauma, and emotional challenges in marginalized communities. The session provides a safe, inclusive space for meaningful dialogue and shared experiences, fostering deeper understanding. Through guided discussions and activities, attendees develop self-awareness, empathy, and practical tools to address their mental health.

### **Learning & Teaching While White: Antiracist Strategies for School Communities – Beginner (Elizabeth Denevi & Jenna Chandler-Ward)**

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/practices and take responsibility for dismantling them. This workshop is designed for white educators, leaders, students, and parents who want to develop an explicit, skills-based antiracist practice. Connecting theory with practice, we offer tools for personal exploration and resources for institutional assessment, development, and change.

### **Building the Collective: How White People Can Work Together Against Racism – Intermediate (Ali Michael)**

Antiracism among white people can sometimes be individualistic and competitive. This workshop, based on Ali's book *Our Problem, Our Path: Collective Antiracism for White People* asks people to remember the long game. It's not enough to intervene with a person's comments one time and then cut off the relationship. Building a collective of antiracist white people requires us to intervene in ways that connect, motivate, and encourage people to keep moving on a daily, lifelong practice of antiracism. People of all racial backgrounds are welcome to attend this workshop. The content focuses on white people and their relationships with other white people.

### **How to Take Off the Cape: A Black Woman's Workshop of Self-Care and Boundaries – Beginner (Kelsey Hicks-Bunns)**

Antiracism among white people can sometimes be individualistic and competitive. This workshop, based on Ali's book *Our Problem, Our Path: Collective Antiracism for White People* asks people to remember the long game. It's not enough to intervene with a person's comments one time and then cut off the relationship. Building a collective of antiracist white people requires us to intervene in ways that connect, motivate, and encourage people to keep moving on a daily, lifelong practice of antiracism. People of all racial backgrounds are welcome to attend this workshop. The content focuses on white people and their relationships with other white people.

### **What's True About the Climate Crisis? – Intermediate (Amelia Tracy)**

A session to weave together an understanding of how the climate crisis has been created by extractive relationships to people and landscapes, waterways in a manner that empowers all participants to see how their life experience and community and then take the group through a process of identifying opportunities to match life experience, interests, strengths/weaknesses with challenges within the climate crisis. The goal is to empower participants to see more clearly how they are uniquely suited to participate in the puzzle of solving the climate crisis authentically.

### **Breaking the Privilege Frame: Towards a More Effective Anti-Racism – Beginner (Ryan Virden)**

This session offers an analysis of the current state of antiracism. It presents the wins of privilege discourse as well as a sober analysis of its limitations. It then presents an alternative frame from which to continue the work for antiracism: mutual discourse.

**“I've always believed that you can think positive just as well as you can think negative.” –JB**

## **Racial Healing Circles: Racial Justice Through Deep Interracial Relational Process – Intermediate**

**(Fernell Miller, Mollie Monahan, Jen Self & Manuel Cadenas)**

Where do we go to heal the wounds of hundreds of years of racial trauma across race and gender identity? Racial Healing Circles are a transformational mechanism for deep healing and connection toward racial justice. Participants “join circle” as we are led by a multiracial panel of seasoned facilitators and participants in the practice. Racial healing circles are a different way of talking about race and racism that is relational, preemptive, and proactive. The circle process taps into both ancient practices and modern processes to create trust and belonging. We strive to listen to each other, learn from and with each other, which brings liberation and healing to us all. All are welcome!

## **Confronting White Nationalism: Toolkits for Schools, Libraries and Caregivers – Intermediate (Corrie Wallace & Keisha Smith-Carrington)**

This interactive session provides participants with an introduction to the Confronting White Nationalism in Schools Toolkit and other Western States Center resources they can use in their respective spheres of influence. Updated strategies from several toolkits will be shared along with suggestions for ways people can join together to collaboratively work toward upholding our democracy in this extremely challenging climate. Participants explore common defenses to attacks on DEI and develop an action plan for using the toolkits in their respective spaces.

## **Food Justice is Racial Justice: Dismantling White Privilege by Advocating for the Right to Food – Intermediate**

**(Alison M. Cohen)**

A legacy of racism and structural oppression in the US has resulted in persistent violations of the right to food where communities of color face significant disparities in health outcomes, land access and food security. The right to food is both a call to action and a legal framework for coordinated reform in food and nutrition, agriculture, and labor. In this workshop, we will explore how describing the problems we’re trying to solve—including white privilege and racial injustice—affects the work we do to make change in the world. We explore how food justice is impossible without racial justice.

## **Microaggressions, Oppression, and Impact – TPI Anti-Racist Certificate Workshop (Carmen Iannarelli) \*Virtual Presenter\***

This session begins by providing participants the opportunity to learn what microaggressions are and give insight into how they frequently present in different working environments. Focusing on various types of microaggressions, the messages they send, and the physical and psychological impacts, participants are guided to reflect on how their own biases manifest into microaggressions. In closure, participants reflect on their role in mitigating the harm of microaggressions.



**Have you heard  
about the new  
TPI ANTIRACIST  
CERTIFICATE?**

**Learn #Moore**



# Friday, Session 4 - 10:30 am-12 pm

## **Bystanders, Privilege Scraps, & the Work Ahead – Beginner**

**(Joe-Joe McManus, Catherine Wong & Heather Moore Roberson)**

Millions of bigots and bystanders voted against their own interests in the recent US presidential election. This interactive session highlights the antiracism work ahead. Drawing from McManus' recent book, *A Brother's Insight: Guidance for Defeating Racism and Advancing Freedom*, the presenter(s) address how white people are taught to cherish the privilege scraps that fool them into believing they are connected to white wealth and power. More importantly, the session focuses on how we can promote divestment in this white supremacist trap—at the individual, organizational, and system levels—and advance the intersectional goals of racial equity, inclusion, and justice.

## **Disability Justice: Confronting Oppression at the Intersections of Disability/Neurodivergence, Race, Sex & Gender – Intermediate (Natalie Thoreson)**

In a world where conversations about equity are gaining momentum, disabled and neurodivergent folks often remain marginalized. Additionally, the intersections of disability/neurodivergence, race, sex, and gender create unique barriers for many. This session faces the truth of how ableism, rooted in settler colonial capitalism, values people based on perceived productivity and labor, devaluing disabled folks. The session offers strategies for creating care practices that support disabled folks and challenge dehumanizing structures, ensuring that change is both actionable and sustained.

## **In Defense of Equity Work: Evanston Township High School – Intermediate**

**(Pat Savage-Williams & Dr. Marcus Campbell)**

Many corporations have steadily rolled back their DEI-focused policies amid shifting tides of political discourse due to the new administration pledge to cut funding for federal diversity, equity, and inclusion programs. The implications for public education are profound, leaving some of our most important work at risk. Evanston Township High School is a diverse public high school serving nearly 4,000 students a few miles north of Chicago. We recognize that as educators, stepping back from this work is not an option. We discuss how we continue our equity work despite the new federal administration's commitment to cease funding for such programs.

## **The Myth of a Colorblind Constitution – Intermediate**

**(John-Paul Chaisson-Cardenas)**

Constitutional color blindness is a conservative legal and philosophical principle arguing that the Constitution, particularly the Equal Protection Clause of the 14th Amendment, should be interpreted as prohibiting the government from considering race in its laws, policies, or decisions. But is it? We discuss from a historical and sociological perspective how this approach emerged as the dominant approach of today's US Supreme Court and how it supports structural and systemic racism, sexism, ableism and homophobia. The group discusses how we as individuals, academic, professionals, clergy, etc., can push back on the misleading rhetoric that supports these dominant arguments.

Read Workshop Presenter Bios



**What's Love Got to Do With Our Food Future? – Intermediate**  
**(Karen Spiller & Curtis Ogden)**

The short answer to the question this workshop title asks is ... EVERYTHING! Love is not a secondhand emotion, but a deeply courageous and inclusive ethic and practice that has supported humanity through some of its most challenging times. In this session we ask ourselves not “What or who are we against?” but “What and who are we for?” and “How can we weave a bigger we grounded in care and accountability?” and “How have some of us done that in the name of food and land justice?”

**Liberosis: A practical guide for Moving from Black Superwomxn to a Soft Life – Intermediate**  
**(Ajah Hales)**

What does it mean to be a free Black womxn in America? What resources do you need to develop a healthy relationship with Black womxnhood in an increasingly misogynoiristic society? This session explores how learned behavior, internalized trauma and epigenetic inheritance work together to tether our internal construction of Black womxnhood to modalities of labor and sacrifice. Participants gain emotional resources and learn actionable practices that serve as a roadmap for engaging in cycle-breaking behavior, so they can finally ‘take off the cape’ and embrace the soft life they deserve.

**Stuff Good White People Need to Know: Ten Essentials for Racial Justice – Intermediate**  
**(Mollie Monahan, Fernell Miller, Jen Slef & Manuel Cadenas)**

Are you a white\* person who is deeply committed to racial justice? Have you ever wondered: What are the most essential things I need to know as I navigate who I am and how I show up for this work? Have you ever asked yourself: What am I missing? How can I deepen my practice? How can



A COLLABORATIVE  
SKILL-BUILDING  
LABORATORY

## Upcoming Workshops

### For General Educators

May 1-3, 2025

Hosted by Germantown Academy

August 6-8, 2025

Hosted by The Philadelphia School

### For Administrators & Trustees

July 30 - August 1, 2025

Springside Chestnut Hill Academy (SCH)

### Race Institute Intensive

August 11-15, 2025

Hosted by The Pingry School

I better live in alignment with my values of equity, inclusion, justice and belonging? The state of (in) security in our nation and our world is made worse by well-meaning white people who do not yet know many of the essentials we share in this session. Attendees of this engaging, interactive session come away with TEN essential things every white person working for racial justice absolutely must know in order to be effective. \*All are welcome!

### **Whitewashing DEI: Centering White Students and Obstructing DEI Work That Doesn't – Intermediate**

**(David J Luke)**

Discuss challenges in doing race-centered social justice work at Historically White Colleges or Universities (HWCUs): how these racialized organizations (Ray 2019) center whiteness and white people at the organizational level, and how white people in these organizations often obstruct DEI initiatives that fail to center whiteness at the interpersonal level. This session offers comparisons to one of the nation's only colleges that was intentionally integrated at its founding, Berea College. Those doing race-focused advocacy, education, and student affairs work at HWCUs and other white racialized organizations should benefit from this session.

### **Engaging White Men: Healing Guides Action Within the Least Represented Group in Racial & Gender Justice – Intermediate**

**(Brendan Turner & Andrew Knips)**

Discuss challenges in doing race-centered social justice work at Historically White Colleges or Universities (HWCUs): how these racialized organizations (Ray 2019) center whiteness and white people at the organizational level, and how white people in these organizations often obstruct DEI initiatives that fail to center whiteness at the interpersonal level. This session offers comparisons to one of the nation's only colleges that was intentionally integrated at its founding, Berea College. Those doing race-focused advocacy, education, and student affairs work at HWCUs and other white racialized organizations should benefit from this session.

### **Challenges When Decolonizing Anti-Bias Work – Intermediate**

**(Dr. Claudia A. Fox Tree)**

Transforming curriculum is essential, but it's not enough. We need to be “decolonizing” if we want to be effective anti-racist educators. Decolonizing includes closing the knowledge gap about Native American history and culture in the United States. It means defining colonialism alongside racism. It includes understanding settler privilege and recognizing Indigenous knowledge before and after 1492.

### **Learning & Teaching While White: Antiracist Strategies for School Communities – Beginner**

**(Elizabeth Denevi & Jenna Chandler-Ward)**

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. Utilizing resources from our book *Learning and Teaching While White*, this workshop is designed for white educators, leaders, students, and parents who want to develop an explicit, skills-based antiracist practice. This workshop offers tools for both personal exploration as well as resources for institutional assessment, development, and change.

**“The world is before you & you need not take it or leave it as it was when you came in.” –JB**

# Friday, Session 5 - 1:30-3 pm

## **The “F-Word”: Feedback – Intermediate (Ama Agyapong)**

Feedback is an art and a science. But, most people don't enjoy giving feedback. Add a difference of race or gender and the discomfort grows exponentially. Through roleplay and hands-on activities, learn the importance of building relationships with employees and tactics on how to provide culturally competent feedback. The goal is to get better at developing talent by providing clear and actionable feedback to all people.

## **Confronting & Disrupting Whiteness within DEI – Intermediate (Cindu Thomas-George & Sherard Robbins)**

As DEI becomes increasingly politicized, the centering of race and the de-centering of whiteness in DEI efforts has become diluted and flagged as being divisive. Despite the urgent need for anti-racism education in DEI, this work faces scrutiny, threatening its integrity. DEI practitioners must address long-standing racial inequalities in the workplace. This workshop also examines tips and strategies that can help DEI practitioners and champions unapologetically dismantle the system of white supremacy and racism that is omnipresent in most US American organizations.

## **Addressing Breakdowns in Faith Communities in America: Restoring Relationships, Transforming Conversations & Enabling Discourse – Intermediate (Cody Nielsen, Debby Irving, Vynthia Pesantez & Natarsha Sanders)**

MLK famously stated, “Sunday morning is the most segregated hour of the week in America”, a truth to the reality of our world, even today. Perhaps in no other place in America today is there more stratification of ideologies, values, and socioeconomic means than within faith communities. Americans have left to form their own non-practicing congregations but yet are divided over racism, gender equity, LGBTQIA+ identities, and politics. Christian nationalism must be interrogated by faith leaders and congregations must establish trust with one another by transforming their conversations.

## **What Doesn't Kill DEI Might Make it Stronger – Intermediate (Ali Michael)**

This session introduces school leaders to the anti-DEI campaign, so that they can recognize and intervene in whatever form it might manifest on their campus. We then work collaboratively to differentiate between “good faith critiques” of DEI from politically motivated attacks. Finally, the workshop helps participants understand the purpose behind DEI in order to take active steps towards helping it to evolve in their communities going forward. I share my research while inviting school professionals to contribute their voices to the conversation.

## **We're All in This Together: Raising Antiracist White Kids (Without Shaming or Blaming) Early Childhood and Beyond – Beginner (Sarah Hershey)**

Raising children who understand race and racism is no easy feat regardless of their racial/ethnic background. It requires their adults to possess constantly evolving knowledge, skills, and awareness. For white adults wanting to advance racial justice, grappling with racism's realities can lead to guilt, shame, and feeling blamed. As a result, they can get stuck in personal identity work or inaction, or they may disengage altogether. In this interactive workshop, participants will deepen their understanding of how kids learn racism and gain practical tools for helping white children accept their whiteness and be active champions of racial justice.





# Become a Change Maker!

Granby Racial Reconciliation (GRR) is a collection of community members striving to raise awareness about racial justice through social and educational events. We denounce all forms of discrimination and oppression, and collaborate to improve local understanding about diversity, equity, and inclusion.

The beauty of humanity is visible in all skin tones, ability levels, and gender and sexual identities. People act on their desires to improve their lives and promote thriving communities through various religious and nonreligious practices, political and social actions. GRR elevates and celebrates our shared humanity. **Our goal is to build bridges of understanding over chasms of historical, political, and social divides related to the construct of race.** GRR is committed to providing an open minded and respectful container where we can learn from each other as integral parts that make up the wider community.

Come join GRR events and conversations where the diversity of humankind is seen and valued. Please consider co-creating a world of belonging by joining GRR's teams that bring these events to the community. **We look forward to connecting with you!**

**LEARN MORE AT [GRANBYRR.COM](https://granbyrr.com)**



## **Teaching and Educating with Multiple Truths: How to Use Intersectionality in the Classroom – Intermediate**

**(Marni Brown)**

In this session, we first define working terms and definitions of gender, sexuality, race, ethnicity, class, and ability. It is critical to have a strong foundation of concepts. Leaning on the scholarship of black feminist scholars, the founders of intersectionality we have a story of systemic and institutional inequality that has led to deep rooted disadvantage. We investigate the history of American education as institutionally discriminatory. How have we gotten to this point? These critical history(s) position us to hold our classrooms accountable and face the many truths that limit inclusion. Taken together, we discuss how to disentangle whiteness and patriarchal practices that embed classroom dynamics.

## **Songs for Grief – Beginner**

**(Chirona Silverstein)**

In this interactive session, we collectively sing songs for Grief. Singing opens our hearts and when we sing together, our heartbeats align, allowing us to show up for the hard work of dismantling white supremacy culture. Songs are offered and taught, and participants are also invited to bring songs to share. No singing experience or skill is necessary. Leave your shame about your voice at the door and bring your grief to process through song.

## **The Hidden Roots of Racism: A Look at Religious Ideologies and the Christian Context – Intermediate**

**(Steve Miller & Cody Nielsen)**

America's long-standing history of racism and white supremacy stems from a theologically driven narrative by the Christian church that echoes throughout history. This session explores the often unknown history of Christian theology and racism in the United States and helps center the current socio-political climate. Led by two scholar/activists (and clergy for that matter), this session explores, for all those who work to combat racism, some of the hidden roots and core interplays of religion that threaten anti-racism work.

## **Confronting White Nationalism: Toolkits for Schools, Libraries and Caregivers – Intermediate**

**(Corrie Wallace & Keisha Smith-Carrington)**

This interactive session provides participants with an introduction to the Confronting White Nationalism in Schools Toolkit and other Western States Center resources they can use in their respective spheres of influence. Updated strategies from several toolkits will be shared along with suggestions for ways people can join together to collaboratively work toward upholding our democracy in this extremely challenging climate. Participants explore common defenses to attacks on DEI and develop an action plan for using the toolkits in their respective spaces.

## **An Antiracist Approach to Policing Procedure Development – Advanced**

***Reimagining Public Safety: Using Antiracist Frameworks to Transform Policing Procedures***

**(Tabitha Moore)**

Traditional police reform—like implicit bias training—fails to dismantle the structural racism embedded in law enforcement. This workshop takes a radical and actionable approach, equipping participants with strategies to build identity-responsive policing procedures that center racial justice, trust, and community collaboration. Using the nation's first antiracist policing procedure as a case study, this session explores three key themes—Trust & Legitimacy, Inclusion & Belonging, and Healing & Liberation. This session provides a blueprint for dismantling systemic racism and developing public safety models that work for all.

# Creating Conversational Communities that Drive Change



*“I loved this [workshop] . . . considering it was online I was super impressed!”*

Develop skills to lead conversations about diversity and equity to drive change in your own institution.

*“A subtle yet profoundly potent, completely life-changing way to engage social justice work in every facet, starting with one’s own growth.”*



In-person and virtual options available for summer and fall 2025. See website for details.



## Are you 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](https://AmericaandMoore.com)



### **Creating Conversational Capacity To Drive Change – Intermediate (Gail Cruise-Robeson & Pat Savage-Williams)**

In a world with so much technology and information, why do our conversations keep getting shorter and shorter? What does this say about our relational capacity and ability to move through discomfort and even injustice to build towards being whole and well? In this session, we will share our work from the past forty years in building people’s collective capacity to learn together through dialogue to be more just. This interactive session invites everyone to practice our SEED methods that can be brought directly back to our home communities, organizations, and institutions.

### **Operationalizing Love: Centering Love in Our Racial Justice Work – Intermediate (Durryle Brooks)**

Love in the US is often defined in overly individualistic and depoliticized terms, mostly limited to romance and familial relationships. But what about love’s role in social transformation? This session, grounded in Black liberation theology and Black feminist thought, challenges the Westernized construction of love. It explores how everyday notions of love serve as tools of oppression, reinforcing white supremacy and shaping social realities and desirability, while limiting possibilities for transformative change. This session invites participants to examine what love truly is, how we’ve been socialized by it, and how it influences our ability to lead change and hold each other accountable with love in the moment.

### **Breaking the Chains: Exploring the Impact of White Supremacy on Mental Health in Communities of Color – Beginner (Jamal Givens)**

This interactive session explores the lasting impact of white supremacy on the mental health of people of color, examining both its historical roots and present-day effects. We discuss how systemic racism shapes mental health, contributing to stress, trauma, and emotional challenges in marginalized communities. The session provides a safe, inclusive space for meaningful dialogue and shared experiences, fostering deeper understanding. Through guided discussions and activities, attendees will develop self-awareness, empathy, and practical tools to address their mental health.

### **Is That Racist? White Pitfalls in Making Judgment Calls on Racism – Intermediate (Betsy Leondar-Wright)**

We all frequently face the question of “is that racist or not?” about a certain joke, firing or public policy. White people have become more polarized in their answers in the last decade, with more seeing racism everywhere and more seeing it nowhere. Why so much disagreement? This interactive session will give participants an opportunity to scrutinize their own ways of making judgment calls about racism, and to prepare to have more constructive conversations across the red/blue divide.



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



# Friday, Session 6 - 3:30-5 pm

## **Leading White Accountability Groups: Dilemmas & Challenges in These Times of Change – Intermediate**

**(Kathy Obear)**

In these times of enduring white supremacy, 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 resistance, barriers, and difficulties. In this engaging workshop, we will discuss common dilemmas and challenges as we collectively explore and imagine approaches and strategies to effectively navigate these difficult dynamics.

## **Unpacking Curriculum Violence – Intermediate**

**(Carolyn Strong)**

Originally defined in 2010 by Ighodaro and Wiggins, curriculum violence is “the deliberate manipulation of academic programming which compromises the intellectual or psychological well-being of learners.” However, the impact of curriculum violence on learners transcends intent. This workshop explores how curriculum violence harms marginalized groups within the classroom, a space intended for safety and learning.

## **Reframing & Engaging Resistance: Skills Needed for True Culture Transformation – Intermediate**

**(Jamie Washington & Sam Offer)**

This year has presented us with many opportunities to engage the dynamics of difference. One of the key dynamics as we attempt to live into our values of diversity, equity, inclusion and anti-racism is resistance. It is a part of culture change. Much of what we are experiencing in our country at this moment is resistance. In 2007, campuses, schools and organizations, around the country began to recognize the need for senior diversity leaders at cabinet level. During this session, participants are introduced to a three-phase model for culture change and given tools for reframing and navigating resistance as a part of culture change and transformation. This session is interactive and practical and the models are transferable to any campus community.

## **Completely Unpacking the Invisible Knapsack: The Liabilities of White Privilege How White Privilege Hurts White People – Intermediate**

**(Michelle Chalmers)**

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

**Join Our Mailing List**





**Dr. Eddie MOORE Jr.**  
“Dr. Diversity”

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

**Let's Connect!**

[eddieknowsmoore@gmail.com](mailto: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](http://AmericaandMoore.com)



## **Thera-Me: Your Ultimate Self-Development Tool – Beginner**

**(Fatima Hafiz)**

This experiential session introduces participants to the TheraMe app and guides them through its key features to enhance their social-emotional well-being. Participants engage in activities that promote self-awareness, emotional expression, and mindful practices.

## **Racial Code Switching: Understanding & Addressing the Double Standard – Intermediate**

**(Alice Ragland, Eddie Moore Jr. & Marguerite Penick)**

This workshop provides an open space for BIPOC individuals to explore racial code switching. Delving into the unique mental health consequences associated with racial code switching, participants gain profound insights into the emotional and psychological impact on BIPOC professionals navigating these intricate dynamics in predominantly white workspaces. Through engaging discussions, real-life case studies, and interactive activities, attendees leave with heightened awareness and practical empowerment to begin the journey of showing up as their full selves.

## **Leading for Change: Centering Humanity as Your North Star – Intermediate**

**(Robin Bryers)**

Let's face it, every leader has consumed the same ideology around what makes an effective leader and sadly, much of it upholds white supremacist values. Leaders often struggle to identify their role in supporting racial equity and justice movements and fail to see their impact on these efforts. This workshop aims to equip you with values and behaviors that center humanity as an antidote to white supremacy culture. We will collectively explore the question, how do leaders embed humanistic practices into their approach to create more equitable, just, and liberated futures? What change could be possible if we faced the truth about how we've been taught to think about leadership?

## **My Right or My Liberty?: The Constitutionality of DEI – Intermediate**

**(Sherard Robbin)**

"We, the people, in order to form a more perfect Union..." However, one unresolved question has, for centuries, haunted the framing of this nation as a whole—which people? Given the power and influence of most Conservative politics, it came as little surprise when the Supreme Court decided to hear the case of whether institutions of higher education can use race as a factor in their admissions practices (*Students for Fair Admissions Inc. v. President and Fellows at Harvard College* (2022)). This workshop explores the constitutionality of diversity, equity, and inclusion work in organizations and institutions of higher education. Participants take with them a new understanding of constitutional law and how its reading informs how we operate today.

## **Is That Racist? White Pitfalls in Making Judgment Calls on Racism – Intermediate**

**(Betsy Leondar-Wright)**

We all frequently face the question of "is that racist or not?" about a certain joke, firing or public policy. White people have become more polarized in their answers in the last decade, with more seeing racism everywhere and more seeing it nowhere. Why so much disagreement? This interactive session will give participants an opportunity to scrutinize their own ways of making judgment calls about racism, and to prepare to have more constructive conversations across the red/blue divide.



# Saturday, Session 7 - 10:30 am-12 pm

## Leveling the Playing Field: Interrupting Patterns of Privilege (or How to Explain White Privilege to Skeptics) – Intermediate

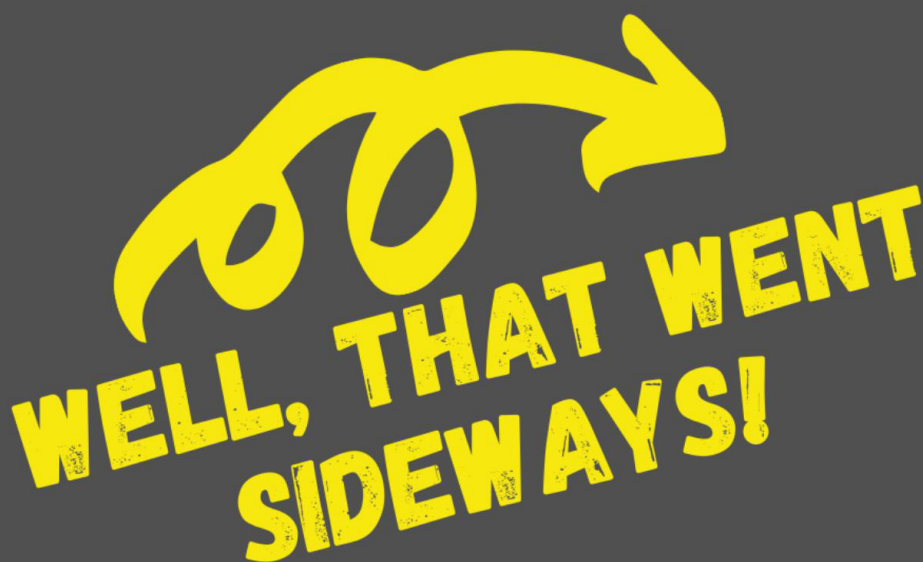
(Debby Irving)

Using a series of questions, Debby works with participants to build a graphic map of the groups people belong to because of social locations and historical roles in the US. Participants think together about how various groups have/not had access to rights and resources, ultimately revealing the social positioning and impacts of power dynamics while dispelling the myth of a level playing field. Using the graphic map, Debby leads participants in an exploration of the attitudes and behaviors that perpetuate power and privilege patterns, even when best intentions are in play. Leave with two powerful tools to help disrupt power and privilege in their own circles.

## Dismantling White Supremacy from the Inside-Out – Beginner

(Rita Sinorita)

In this session, we'll explore the One System Framework from Digging Up the Seeds of White Supremacy and the Liberation Inside-Out methodology to uncover white supremacy's hidden seeds within social justice campaigns and projects. You'll learn tools to transform these seeds and deepen allyship by overcoming common tropes. We'll also explore the true nature of systems transformation, revealing the authentic paths to dismantling white supremacy while challenging superficial forms of change. This workshop is for changemakers ready to transform both systems and themselves.



**WELL, THAT WENT  
SIDEWAYS!**

**Proud sponsors of #WPC26Hartford**

Conflict is complicated. This podcast can help.

**[sidewayspod.org](http://sidewayspod.org)**

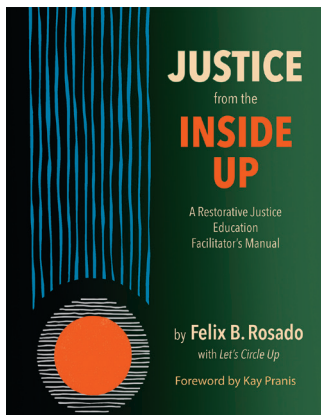


*We are proud to support the White Privilege Conference in its 26th year.*

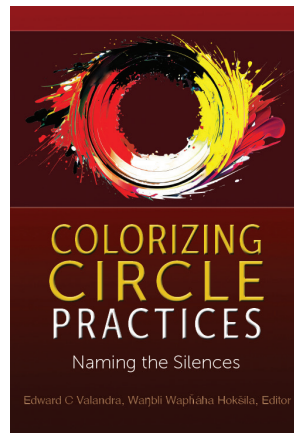


## Living Justice Press

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

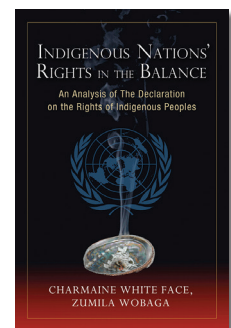
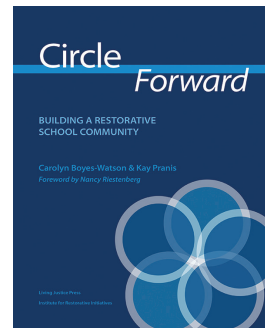
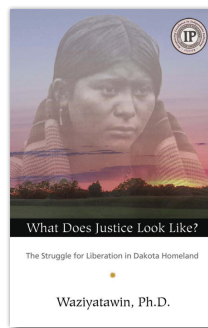
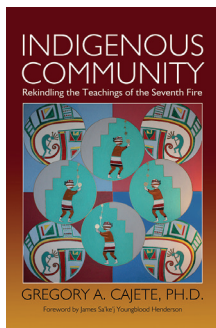
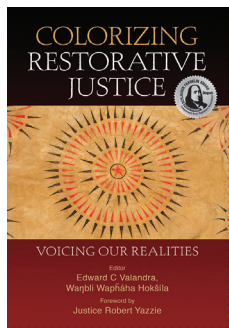


**Justice from the Inside Up: A Restorative Justice Education Facilitator's Manual** is a project of restorative justice education, a philosophy, and a movement. It holds that RJ education, if done well, is also an RJ practice. Felix Rosado, along with the "Let's Circle Up" group, developed this RJ education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



*Upcoming*

**Colorizing Circle Practices: Naming the Silences**  
*Colorizing Circle Practices* presents a space for RJ people of color to write about what, from our experiences, we believe will make RJ/RP Circles reflect our authentic selves in Circle and therefore make Circles deeply meaningful across racially mixed Circles as well as affinity Circles.



livingjusticepress.org ▪ 651.695.1008

ljp@livingjusticepress.org

**James Baldwin Centennial: Identity, Then & Now – Beginner**  
**(Karen Thorsen & Douglas K Dempsey)**

This session is recommended for both youth and adults. Fourteen James Baldwin quotations—excerpted from Baldwin’s fiction, non-fiction & archival recordings, 1955-1987—are printed on separate cards. Each card is a discussion prompt, designed to encourage explorations of social identity in both Baldwin’s time and ours. Beginning with the first quote, “The question is not WHAT I am, but WHO,” workshop participants are asked to discuss Baldwin’s message and to compare then and now. Have the experiences that inspired his statement changed over time? And if so, how?

**Unraveling the Transphobia, Homophobia, Racism Inextricably Intertwined in Systems of White Privilege & White Supremacy – Beginner**  
**(Daniel Zinnel, Kari Richards & Ryan Harrison)**

Part One: 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. Part Two: We model and practice honest conversations across differences to establish trust and constructive allyship. We 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.

**Being in Right Relationship Across Race, Age, Gender, Class, Cultures, Geographies, Class & Legacies of Food Work – Intermediate**  
**(Noel Didla, Liz Broussard Red, Curtis Ogden & Karen Siller)**

Much of what ails us now is forgetting our original instructions as human beings—to work with and care for one another, both human and our more-than-human kin (land, waters, plants, animals). We explore what it means to lean into right relationship with each other as leaders and peers and how the commitment to embodiment and practices inform, impact, root, nurture, grow and sustain us in our purpose. We bear witness to two sets of intergenerational and racially diverse relationships that are sustaining food systems and regional economic transformation in New England and Mississippi and are cross pollinating across the regions, the country, and the world.

**Operationalizing Love: Centering Love in Our Racial Justice Work – Intermediate**  
**(Durryle Brooks)**

Love in the US is often defined in overly individualistic and depoliticized terms, mostly limited to romance and familial relationships. But what about love’s role in social transformation? This session, grounded in Black liberation theology and Black feminist thought, challenges the Westernized construction of love. It explores how everyday notions of love serve as tools of oppression, reinforcing white supremacy and shaping social realities and desirability, while limiting possibilities for transformative change. This session invites participants to examine what love truly is, how we’ve been socialized by it, and how it influences our ability to lead change and hold each other accountable with love in the moment.

**“Neither love nor terror makes one blind: indifference makes one blind.” –JB**

## **Engaging White Men: Healing Guides Action Within the Least Represented Group in Racial & Gender Justice – Intermediate**

**(Brendan Turner & Andrew Knips)**

The fact is 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. The fact is 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. We must act, but first we must heal. In this interactive session, the presenters review early findings from their research and share their experiences from the first two iterations of the course. Participants collaboratively engage in components of the coursework (suitable for participants of all racial and gender identities).

## **Keep Calm and Carry On: Navigating White Privilege in Court Proceedings – Intermediate**

**(Renita Robinson)**

Participants discuss and be provided with tools to identify and navigate some of the pitfalls associated with being a defendant or plaintiff in court proceedings steeped in white supremacy culture. The presenters project power together as they transparently share their experiences and learnings negotiating court while Black in a big small town in the Midwest USA. Participants leave with practical tools to recognize and avoid responding to incendiary statements that adversely impact rulings, gain familiarity with which battles to fight, and preserve energy surrendering to those that are unwinnable.

# **Saturday, Session 8 - 12-1:30 pm**

## **Beyond the Brown Paper Bag Test: Addressing Colorism & Intra-Racial Bias Among African American Girls – Intermediate**

**(Carolyn Strong)**

This session explores the complexities of racial identity and beauty standards within the African American community and how they impact young girls. Through insightful discussions and activities, educators, parents, and community members will gain a deeper understanding of colorism and intra-racial bias. Learn how to foster a more inclusive and supportive environment, and equip young girls with strategies to navigate these challenges and develop a positive self-image. Join us to be a part of the solution and help create a brighter future for African American girls.

## **Black Women Navigating Historically White Higher Education Institutions & the Journey Toward Liberation – Beginner**

**(Stephanie Logan, Felicia Lundquist, Shallegra Moya & Anika Thrower)**

This session includes a panel discussion highlighting the views and experiences of four Black women who occupy part-time or full-time positions as graduate students, faculty, or administrators in two- or four-year institutions. Using intersectionality, critical race theory, black feminist thought, and other theoretical frameworks, the presenters articulate how they “face truth and make change” by managing racial and gender microaggressions and racial battle fatigue, navigating workplace discrimination, and engaging in resistance activities that allow for healing, balance, and the establishment of boundaries for one’s personal and professional identities.

## Teaching & Educating with Multiple Truths: How to Use Intersectionality in the Classroom – Intermediate

(Marni Brown)

In this session, we first define working terms and definitions of gender, sexuality, race, ethnicity, class, and ability. It is critical to have a strong foundation of concepts. Leaning on the scholarship of black feminist scholars, the founders of intersectionality we have a story of systemic and institutional inequality that has led to deep rooted disadvantage. We investigate the history of American education as institutionally discriminatory. How have we gotten to this point? These critical history(s) position us to hold our classrooms accountable and face the many truths that limit inclusion. Taken together, we discuss how to disentangle whiteness and patriarchal practices that embed classroom dynamics.

## Solidarity with & Among Farmers/Fishers of Color – Intermediate

(Gabriela Pereyra)

Solidarity is an important term in our times, meaning “unity or agreement of feeling or action, especially among people with a common interest.” Farmers nourish the reciprocal relationship between people and the land, thus creating the base of food systems. Food is one of the expressions of such a relationship. It has been the center of cultures, civilizations, and power since the beginning of time. Food access, or the lack of it, has shaped our socio-political and economic relationships as communities for many centuries, thus shaping our relationships with other humans and with the land. In this workshop, we explore how we can create a greater sense of belonging for all by focusing on those who are most marginalized in dominant food systems.



State of Connecticut

**COMMISSION ON  
HUMAN RIGHTS  
& OPPORTUNITIES**



## STATE CONTRACTING DISPARITY STUDY

### A Data Driven Approach to Eliminating Discrimination

Connecticut have released a Disparity Study showing CT has significant disparities in who state government contracts with and who it does not. This data on the barriers facing small and minority-owned businesses will be used to put in place measures to remove those barriers and ensure equal opportunity for everyone, regardless of their race, sex, or disability.

For more information and to read the full report, visit the CHRO's website at [www.ct.gov/CHRO](http://www.ct.gov/CHRO)



Executive Director  
Tanya Hughes

The mission of the Connecticut Commission on Human Rights and Opportunities is to eliminate discrimination through civil and human rights law enforcement and to establish equal opportunity and justice for all persons within the state through advocacy and education.



Deputy Director  
Atty. Cheryl A. Sharp

**EXPANDING  
OPPORTUNITIES**

[www.ct.gov/CHRO](http://www.ct.gov/CHRO)  
1-860-541-3400

**ELIMINATING  
DISCRIMINATION**

## **Mental Wealth 101 – Beginner**

**(Eddie Moore III)**

How can we take care of our own mental health as easily as our physical health? What is the best way to get teens talking about mental health in a healthy way? Mental Health 101 is a reintroduction to mental health as something sustainable like our physical health. This session is the perfect way to start talking about the mental health of your team, class, or organization now, opposed to waiting until it's too late. Let's define what mental health is, discuss how we can preserve it, and look at what can happen if we don't through movies, music, and pop culture. Is your classroom, team, or business a place where people with mental illness can survive or thrive?

## **Self-Awareness for Systemic Change – Beginner**

**(Ian Gibbs-Hall)**

This session engages participants through personal skill building to create a new perspective to and sense of self to support their leadership journey. Curated content, self-reflection, and facilitated group discussions allow participants to recognize what makes them one-of-a-kind and recognize how there never has been or will be anyone like them in the universe. This awareness separates participants from the implications and expectations of our current reality enabled through identities and labels—it leaves room for nuance. This session aims to create a culture of genuine empathy and provide a tangible end goal for systemic change efforts. Participants leave with a new way to view themselves, others, and the effectiveness of our attempts to create a racially equitable society.

## **Strategies for Challenging Conversations – Intermediate**

**(Jen Cory)**

In light of recent events that have deepened divisions in our country and schools, students often feel unheard, while educators and community leaders struggle to engage in meaningful dialogue across differences. This session, drawing from experience with over 200 schools and organizations, offers a framework for facilitating these hard conversations with practical, proactive, in-the-moment, and reflective strategies. Attendees learn actionable techniques for navigating difficult topics and creating spaces where all voices are heard. The session also provides lessons learned and immediately implementable ideas, equipping participants to foster more open, inclusive, and respectful environments in their schools.

# **Saturday, Session 9 - 3:30-5 pm**

**Accountability+Strategy+SelfCare Regional Sessions  
Northwest, Midwest, Northeast, South & Global**

**LOVE AND JUSTICE FOOTPRINT**



Research • Education • Action • Leadership

The Privilege Institute's Newsletter  
by Dr. Eddie Moore Jr. & Dr. Rita S. Fierro

**FIERR**  
CONSULTING

**Join  
our  
mailing list**



# Create a Fair, Welcoming and Respectful Work Culture



## We're MPG Consulting

MPG Consulting (MPGC) is a consulting group that is committed to assisting organizations foster a welcoming and respectful work atmosphere that supports all individuals in the pursuit of their maximum potential and in achieving the utmost benefits for their clients. Our team is comprised of social workers, business experts, educators, restorative justice practitioners, attorneys, mediators, psychologists, psychiatrists, researchers, and community organizers.

## Team Building & Staff Development

**Underperformance | Low Morale | Building Relationships | Reducing Role Ambiguity | Absenteeism**

MPGC helps work groups evolve into more cohesive units, strengthening communication and collaboration across departments. Our approach fosters commitment and connection, ensuring teams work together, while enhancing trust and supporting one another, including having respect for individual differences. By building bridges within organizations, we create a foundation for stronger connections that lead to improved team relations and overall workplace success.

## Career & Executive Coaching

**Building Community Partnerships | Burnout | Accountability & Boundary Setting | Navigating Change**

Our coaches work with executives and leadership teams as thought partners, helping them to define goals, communicate clearly, meet challenges, navigate change, manage stress, overcome obstacles, and create a culture of high performance. Coaches offer tools and strategies across several key domains, including goal setting and accountability, setting boundaries, preventing burnout, developing self-care routines and strengthening relationships with others, including colleagues, supervisees, executive teams and boards.

## Certified

The New York State Education Department recognizes MPG Consulting as an approved provider of continuing education credits for: **LCSWs, LMSWs, LCATs, LMHCs, LMFTs, Psychologists and Psychoanalysts.**

MPGC is certified in New York City and New York State as an **M/WBE.**



Mary Pender Greene, LCSW-R  
President & CEO

212.245.2510 | [Mary@mpgconsultingnyc.com](mailto:Mary@mpgconsultingnyc.com)  
[www.marypendergreene.com](http://www.marypendergreene.com)

A NYC & NYS  
certified:  
M/WBE





# CONVERGENCE STRATEGIES

## Supporting equity at the intersections of Race, Gender, Sexuality, and Religion

We provide support for enhancing organizational & institutional culture in higher education, K-12, nonprofits, corporate, health, & government settings



Religious Equity and  
Discrimination



Religion at the Intersections  
of Racism and the  
LGBTQIA+ community



White Christian  
privilege, hegemony,  
and supremacy

**J. Cody Nielsen**  
Founder & Executive Director

---

319.759.9688

[j.cody.nielsen@convergencestrategies.org](mailto:j.cody.nielsen@convergencestrategies.org)

