

# reckoning with whiteness to heal what divides

A Virtual Series for White Women

***NOT EVERYTHING THAT IS FACED CAN BE CHANGED,  
BUT NOTHING CAN BE CHANGED UNTIL IT IS FACED.  
JAMES BALDWIN***

Thank you for inquiring about the White Women Reckon with Whiteness six-part virtual series. For this work, building a community of practice is vital, so four sessions will be two hours in length, while two sessions\* will be three hours in length. More information follows, as well as a link to the application form. Please read this document in full before completing the application form to ensure that you feel this gathering resonates with your anti-racism work.

## **Where & When**

We will offer a no-cost informational session virtually on Saturday, November 14, 2020. If you'd like to register for this separately, please email us at: [WhiteWomenReckoningRacism@gmail.com](mailto:WhiteWomenReckoningRacism@gmail.com)

### WWRW Session Dates

- Session 1: December 5\*
- Session 2: December 19
- Session 3: January 9
- Session 4: January 30
- Session 5: February 20\*
- Session 6: March 13

\*December 5 and February 20 will be three-hour sessions; the remainder will be two-hour sessions. All sessions will be virtual and held via ZOOM.

## **What: The Core Learning Edges**

- Build supportive relationships with other white women actively undoing racism, privilege, and oppression.
- Explore various resources available to help you see, reflect on and reckon with whiteness and internalized dominance.
- Deepen understanding of how your brain, physiology, and neurobiology are impacted and formed by oppression and privilege.
- Build your grit to stay engaged in the discomfort of talking about your racism and reckoning with your whiteness and the privilege it affords you.
- Increase your fortitude for engaging with other white folks in conversations about race, including an awareness of and ability to name and move beyond behaviors like white politeness, silence, and defensiveness.
- Encourage and explore strategies to actively engage with and support communities and people of color, while de-centering your own experience.
- Cultivate your skills to recognize and make repair when you commit a racist act (well-intentioned or not), microaggression, or breach of trust amongst colleagues/friends/family of color.
- Awaken to nervous system arousal in your own body and develop the skills to withstand discomfort and tools for settling and discharging physical and emotional responses to racialized activation.
- Invite you to listen to your body and recognize the importance of attention to the body's wisdom and fortitude that gets suppressed due to racialized trauma.
- Activate your limbic body awareness through non-cognitive responding.
- Support you in identifying with your lineage, especially your mother's, aunts, grandmothers in an embodied way to feel the historical layers we carry within.

## **This workshop is for you if you answer “Yes” to the following statements**

- Race is a social construct.
- Racism is a system.
- White privilege is real.
- White people have an internalized assumption of racial superiority.
- White people have inherent racial biases because they are raised in America's white supremacist culture.

- White women have a specific role in holding up, and therefore, deconstructing white supremacy.
- It is the responsibility of white people to learn about their racial identity and its impact on people of color.
- It is the responsibility of white people to develop grit so they can stay engaged while learning about and deconstructing white supremacy, racism, and systems of oppression.
- It is inappropriate for white people to expect reassurance about their learning from people of color.

This workshop is also for you if you agree with the following values we have based our pricing structure on, including to:

- Resist martyrdom and self-exploitation
- Embrace worth - expertise, experience, emotional labor, moving with "clean pain"
- Model women healing marginalization
- Be creative with the pay structure - sliding scale, guest speakers paid well, redistributing wealth to BIPOC groups
- Be transparent and disclose why we charge what we charge
- Name intersectionality and the need to integrate and acknowledge gender, race, and class

## **How Much?**

This cost of the series includes the time facilitators have spent designing and revising curriculum, as well as marketing and design costs, and importantly, honorariums for guest speakers. Enrollment is limited to 20 participants, and to accommodate various financial situations we offer a sliding scale of \$300 - 400 for the series.

## **Facilitation and Speakers**

**Kendra Toth** is a co-founder of RACED- a cross-race, cisgendered-queer facilitation team that harnesses the strengths of who we are to actively and directly confront white supremacy structure. They help individuals and companies actively deconstruct personal behavior and practices through provocative techniques, meeting constructs head on, and fostering healthy conflict in a nurturing environment, supporting dozens of teachers, administrators, students and community members in shifting their place within white supremacy culture and behavior. Kendra has strong skills in cultivating cross-race collaboration, facilitating difficult conversations, and helping leaders align organizational goals with building and fostering a diverse group of decision-makers. Kendra has a BA in Secondary Education and holds certification in Mindful Facilitation and Conflict Mediation.

**Farah Council** is a conflict, somatic, and inclusion specialist with a deep commitment to equity, holistic systems change, somatic awareness (body literacy) , and individual and collective

well-being. She currently advises and consults with teams and organizations to improve relationships and systems impact through facilitation and training on decolonizing workplace culture, building somatic awareness, and conflict transformation. Farah has training in trauma-informed practices and will soon be a certified yoga therapist to support activists and advocates to better listen to their bodies and heal stress and trauma to more sustainably serve out in the world and provoke change. Farah currently serves in a leadership role at a systems and policy change non-profit organization in New Mexico, is a somatic therapist, and has an MA in Conflict Transformation. For nearly a decade she led women's inclusion efforts in peace negotiations in Sudan and South Sudan and has been an adjunct graduate professor at the SIT Graduate Institute in Washington, D.C. teaching Inclusive Security.

**Leslie Anderson** is a Certified Diversity Executive, Licensed Psychologist and Professor of Counseling at Missouri State University and holds certification in Traumatic Stress Studies. She has taught and led diversity related development since 1998, and most recently has worked with community leaders in education, utilities, law enforcement, business and industry, healthcare and faith groups toward the goal of moving toward more inclusive communities. Leslie bases her teaching and work in holistic and integrative trauma-informed models, utilizing mindfulness, play, somatic awareness and insights from interpersonal neurobiology. Leslie seeks to help participants address civility challenges and ultimately become proactive in building more welcoming, vibrant, inclusive and thriving workplaces and communities.

## Speakers

This virtual series will include guest speakers with various expertise in building racially inclusive, equitable, and diverse practices.

## To Register

Complete the application form [here](#). You will receive a confirmation email.

The design of this workshop was informed by colleagues of color who work to deconstruct and dismantle white supremacy, racism, and systems of oppression. Its purpose is to help shift the burden of teaching away from people of color and on to white people. This virtual series is complementary to, not a replacement for cross-racial dialogue and work. A portion of the proceeds will be donated in support of POC-led community organizations.

As part of our commitment to fostering an inclusive community, we welcome women with all levels of abilities and needs to participate in this retreat. If you need assistance or accommodations during this retreat, please let us know what we can do to support and meet those needs.

Further information, contact any of us at: **[WhiteWomenReckoningRacism@gmail.com](mailto:WhiteWomenReckoningRacism@gmail.com)**

