

CROSSROADS WAS FOUNDED IN 1986 to find new directions in understanding the root causes of U.S. racism, and develop effective strategies for dismantling systemic racism in institutions.

We provide a structural analysis to institutions that are coming to recognize patterns of oppression within their own systems, and are realizing the need for institutional change.

Using a rigorous power analysis, Crossroads leads them in identifying organizational barriers to authentic, just, and accountable multicultural diversity. Pivotal to this work is our unique and innovative training process that facilitates building institutional *Teams*.

These Teams organize internally to create a structural intervention that includes strategies to break down barriers and create antiracist and anti-oppressive structures, policies, practices and procedures.

All this is accomplished while at the same time creating structures of accountability to People and Communities of Color, both within the institution and in the wider community where they live and do business.

Please contact us to learn more.

CROSSROADS ANTIRACISM ORGANIZING & TRAINING

Dismantling Racism, Building Racial Justice in Institutions

"I highly recommend Crossroads for your antiracism planning and process design. They bring the knowledge, skills, process, and identity as consultants to the work of long-term systemic antiracism multicultural institutional community building."

Willard Bass Jr., Executive Director
Institute for Dismantling Racism
Winston-Salem, NC



www.crossroadsantiracism.org

P.O. Box 309

Matteson IL 60443-0309

Phone: 708.503.0804 **Fax:** 708.283.9491

www.crossroadsantiracism.org

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Contributions are tax-deductible.*



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OUR WORK

With a unique method of organizing and training, our approach includes:

- Providing a common definition for and understanding of racism.
- Exploring the roots of racism in the U.S.
- Discovering how the construct of race has been legally (and otherwise) institutionalized and perpetuated throughout U.S. history.
- Examining how racism continues to operate on individual, institutional and cultural levels.
- Linking racism to other systems of oppression to understand the complexity of structural oppression.
- Equipping institutions to dismantle systemic racism and restructure in accountable antiracist and anti-oppressive ways to better serve their communities based on equality and effective multicultural inclusiveness.
- Collaborating with a network of institutions doing movement work, connecting teams (especially in geographic locations), and partnering with regional antiracism organizations across the United States.

“As public servants, we have a responsibility to look deeper at the legacy of racism within our structure, and Crossroads has provided training and analysis tools that we believe will help us with that endeavor.”

Karen Ullrich
Former HR Specialist
Kalamazoo County Government, MI

TRAINING OPPORTUNITIES

While the specific needs of each institution we work with differ, they all share the need to attain their goals to effect change and implement strategies in antiracist, anti-oppressive ways.

INTRODUCTORY WORKSHOP – Great for those who understand multicultural diversity, but are not yet familiar with systemic racism. *Available bilingually – Spanish/English*

ANALYZING & UNDERSTANDING SYSTEMIC RACISM – Intensive 2.5 day workshop for those ready to look more deeply at racism. *Available bilingually – Spanish/English*

ANTIRACISM TEAM FORMATION – for institutions ready to take on racism in their own systems, Crossroads trains and equips teams to identify and dismantle internal barriers to justice and create new antiracist/anti-oppressive policies, practices and procedures. *Available bilingually – Spanish/English*

CONTINUING OPPORTUNITIES FOR TEAM GROWTH – Eleven workshops designed to assist teams in deepening their skills within the context of their team’s institutional organizing.

ANTI-BIAS/ANTIRACISM WORKSHOPS – Specially designed to establish a connection between a power analysis of racism and the four goals of Anti-Bias Education.

LEADERSHIP DEVELOPMENT INSTITUTE (LDI) – Institutions using Crossroads model of internal institutional organizing build the capacity of their leaders to become Core Organizers/Trainers to work in their own institutions.

INSTITUTIONS WORKING WITH CROSSROADS

- Local governments, health departments, departments of public safety, and social service organizations
- Community-based and other non-profit organizations
- Colleges, universities and seminaries
- Public and parochial school systems
- Religious judicatories, congregations and orders of women religious

“While some consulting groups will come in, deliver the services contracted for and leave, Crossroads remains present as an active, invested partner in the antiracist transformation of the institutions with whom they work.”

Jessica Vázquez Torres
Core Organizer/Trainer
Christian Church, Disciples of Christ

CONSULTATIONS – Crossroads brings an outside perspective and expertise to your institution’s leadership to evaluate policies, procedures, and structures of accountability.

SPEAKERS - We’ll create a presentation to meet your needs (from a small gathering to a national event) on a wide range of topics related to race, racism and racial justice.

CONTACT US today and begin to explore how we can assist your institution. You can reach us by phone: 708.503.0804, fax: 708.283.9491, or e-mail: info@crossroadsantiracism.org.