



CROSSROADS ANTIRACISM ORGANIZING & TRAINING

DISMANTLING RACISM, BUILDING RACIAL JUSTICE IN INSTITUTIONS

In addition to Crossroads Introductory and 2.5-day Analyzing and Understanding Systemic Racism workshops, we offer these following workshops:

Workshops 1-5 are designed to deepen organizing skills and strengthen and enhance the work of antiracism teams.

1. Team Renewal & Rejuvenation Especially helpful for teams that have undergone transition (leadership change or expansion) and require time to refocus and clarify visions and goals. Reinvigorating your team is essential to its ability to work effectively in your institution. Revisiting organizing strategies, identifying new stakeholders, and clarifying needs all help maintain a team's health. This event will build stronger connections with one another and your work. **Length:** 1 – 2 days (based on needs)

2. Creating & Contextualizing the Team's Introductory Model Translating the Crossroads introductory training model into the language and culture of its institution is one of the most important things a team does. Is your team wondering how to translate the model more effectively? Are you wondering how to extend a three-hour introductory training into a six-hour organizing opportunity? Teams will dig more deeply into creating a successful training model that advances organizing in their institution. **Length:** 1 day

3. Adding to the Organizer's Toolbox: Expanding & Deepening Organizing Skills Antiracism organizing is fluid and ever changing, and teams working inside of institutions often experience this reality. Crossroads can customize a workshop for teams that are experiencing specific organizing obstacles to help sharpen and deepen the skills needed to meet these challenges. **Length:** 1 day

4. Organizing with Stakeholders Creating excitement and identifying self-interest among stakeholders is critical to organizing. How do we help stakeholders name their needs and understand the benefits of institutional transformation, and how do we strategize what approaches will work with different stakeholders? Teams will identify stakeholders, clarify their various needs, and create effective ways of organizing with them. **Length:** 1½ - 2 days

5. Understanding the Role of Resistance in Antiracism Organizing Resistance affects a team's ability to build institutional relationships with stakeholders. Understanding resistance is critical to effective organizing. This general orientation to resistance looks at the specific team needs and helps create strategies around current organizing barriers. **Length:** 1 day

Workshops 6-11 are for Teams and Stakeholders (with a vested interest in the transformation of a team's institution and who have who have completed a 2.5-day Workshop)

6. Applying the Analysis to Your Institution Does your team desire additional conversation about how racism shows up in your institution's structure and culture? Are there stakeholders who have experienced a 2.5-day Workshop and are hungry for a fuller understanding of how racism functions in your institution? Participants apply the

analysis to their institution and look at the institution's history of racism and resistance; look for individual, institutional, and cultural racism; and identify Power¹, Power², and Power³ inside their institution. **Length:** 1 day

7. Understanding Caucusing & How to Caucus Effectively Caucusing helps build the long-term relationships necessary for healthy antiracist organizing. Does your team struggle with caucusing, or has your caucusing lost its sense of direction and organizing purpose? This workshop sorts through the nuts and bolts of caucusing, teaches pitfalls to avoid, and teaches the proper facilitation skills and outcomes of caucusing. **Length:** 1 day

8. Exploring and Examining Identity Development: Understanding the Process of Internalization The Internalization of Racist Oppression and Internalization of Racist Superiority fundamentally shape identities of People of Color and Whites in a race-based society. How does this happen? How do our respective behaviors reflect the ways we have all been socialized? And when we act out of our internalized identities, what happens to our antiracism organizing? This explores IRO/IRS in greater depth, and applies learnings to everyday realities. **Length:** 1.5 days

9. Learning and Living Accountability Accountability to People and Communities of Color is a complex and often difficult principle of creating genuine antiracist multicultural diversity. Teams will assess their work on accountability and have the chance to grapple with how to live out accountability both within the white institution and in the wider community. **Length:** 1 day

10. Understanding & Using History as an Organizing Tool To make sense of contemporary racism we must know how we as a society and nation became what we are today. Effective antiracism work draws heavily on understanding our past, and when we understand that U.S. history is fundamentally shaped by its inseparable relationship with white supremacy, we have the foundation for critical and thorough organizing. Participants will delve into U.S. history and identify ways it applies to their organizing strategies. Participants in this workshop will be required to do some preparatory work. **Length:** 1 day

11. Developing Antiracist/Anti-Bias Identities in Children & Youth Nurturing the next generation of antiracists requires starting with the youth in our communities. This workshop emphasizes development of prejudice and bias in children. Participants gain insight into developing age appropriate ways to support children on these issues. Learn how children's psychological and emotional health is affected by oppressive socialization and what this means for your team's organizing. There is intentional focus on the connection between Crossroads Power Analysis (racism's 3 misuses of power: Power¹, Power² and Power³) and the 4 main Anti-Bias Curriculum Goals. **Length:** 2 days