



## OPT IN: INTERRUPTING RACISM

The *Opt In* series is a highly engaging set of training sessions that utilizes large group sharing and small group breakout conversations while creating mechanisms for deep self-reflection and continued growth and development. This series provides an initial entry point for anti-racism work so that participants may begin to see the ways in which racism infects our minds, bodies, relationships, and workplaces. *Opt In* is a foundational beginning for anti-racism work.

## THE ENGAGE TO CHANGE MISSION

The mission of Engage to Change is to help individuals, organizations and communities engage in the necessary anti-racist and anti-oppression education, restructuring, and action that creates healthy transformations. We work towards this change by focusing on the following eight principles:

### **1. Intersectionality**

We use a trauma-informed and intersectional approach throughout all communications, coaching, trainings, and facilitations, always adhering to anti-racist and anti-oppression practices. We rely on generative knowledge principles to drive organizational change and highlight individual positionality.

### **2. Community and Relationship**

We create community and connections within a partnered organization to amplify the voices of people with marginalized identities while de-centering dominant culture and seeking to uncover the existing expertise and wisdom within the partnership organization.

### **3. Accountability**

We demonstrate the ways in which creating individual and organizational accountability leads to healthy and desired outcomes and create common language and shared anti-racism tools so that partner organizations can continue growth and development in the long-term trajectory post-partnership.

#### **4. Humility and Vulnerability**

We respond and adapt to emergent organizational needs with agility and flexibility while remaining unafraid to demonstrate and model vulnerability and humility.

#### **5. Lived Experience**

We use strength-based techniques to avoid overburdening Black, Indigenous, and People of Color (“BIPOC”), to reject scarcity thinking, and to prevent burnout. We draw from the diversity of human experiences and communities within the partnered organization.

#### **6. History**

We help our partners understand the ways in which history has created the current individual, interpersonal, systemic and institutional forms of racism, white supremacy, transphobia, ableism, classism, xenophobia, homophobia, and sexism.

#### **7. Power**

We help folks and organizations examine the role of power in its shaping of individual thought, relationships, and organizational structures.

#### **8. Adaptability and Creativity**

We thoughtfully familiarize ourselves with the partnered organization to tailor unique trainings and organizational development strategies.

Our workshops are highly engaging; requiring interaction, reflection and small group work. They are not passive—in fact, at its core, anti-oppression requires action. We use a combination of humor, real-life personal stories to make the topics more approachable, and a wide-variety of ways of learning and interacting to make sure everyone can connect with the workshops. We have legal, educational and social work professional backgrounds and understand the importance of using a combination of learning styles to be most effective.

We build each of our sessions to meet the specific needs and conditions of the organization we are working with. We sit down with any interested staff or managers ahead of time to help us get a better sense of the organization and its needs. Any information we can get about the organization and its needs ahead of time helps us to develop the sessions.

Advancing equity within organizations is not just an interpersonal effort but also a structural and organizational effort. We will specifically tailor our workshops for your organization and address both the interpersonal and systemic ways in which racism, transphobia, homophobia and other exclusionary practices may appear within the organization and scope of everyday work. Our tools help give everyone within the workshops a shared set of vocabulary and action steps that they can use within the workplace.

## LEARNING OBJECTIVES

The *Opt In* series is typically a multi-part training, involving 16-20 hours of content uniquely designed for the participating individuals, where the content of each session builds upon the last. For WSADCP, the ETC team will be providing a single session that introduces and condenses many of the topics we'd usually cover in a multi-part series. Below, you will find a list of topics typically covered throughout *Opt In*. Please keep in mind that ETC trainers adjust the content of each session to meet the needs of the participant group in real time. At times, certain subjects may resonate more with the group than others, and some topics may ignite deeper conversations than can be anticipated in advance. As such, the information presented below is subject to change, though this overview should provide ample information to understand what sort of content we will cover together.

- **Introductions Level Setting** - Foundations for sharing space together, Why Bother?, Edges of Learning, and positionality
- **Key Concepts I** - Anti-racist vs non-racist vs racist & the presence of anti-Blackness, intent vs impact, and understanding internalized supremacy and entitlement
- **Key Concepts II** - Invisibl(ized) labor, de-centering whiteness, centering voices of color, welcoming mistakes, and individual accountability
- **Power and Connections to Structures** - Understanding the importance of understanding power and access to power, unpacking intersections of marginalization and power, connecting to cumulative and building nature of white supremacy, and how to dismantle it
- **White Dominant Culture** - Understanding, unpacking, and developing antidotes to: either/or thinking, senses of urgency, "objectivity", fear of open conflict, right to comfort, defensiveness, worship of the written word, and individualism
- **Healthy Conflict** - Understanding the ways in which shame, internal narratives, and a lack of trust show up in relationships and organizations + learning tools for how to be in a productive and healthy relationship, including conflict, with ourselves and each other.
- **Resistance and Accountability** - Responding to expected resistance, individual resistance indicators, personal accountability, and tools to address institutional resistance; what does organizational accountability look like?; shame as a barrier
- **Interrupting Racism Practice** - Hands on practice with tools, tips, and strategies for interrupting racism
- **Responding to Trauma** - How do our traumas interfere with anti-racism and anti-oppression work? How do we recognize when we're in a trauma response? What are the Ethics of Care and how do we apply them to this work?

With this information in mind, please let us know if you have any additional questions or need any additional information. When you are ready to schedule your training sessions, please reach out to Hank Lemley (he/they), Director of Operations, via email at [hank@engagetochange.net](mailto:hank@engagetochange.net).