

The Dismantling Racism Process

The Dismantling Racism process is designed to help leaders and organizations who want to proactively understand and address racism, both in the organization and in the community where the organization is working. The Dismantling Racism process is just that: an 18-month to two-year process.

Our experience is that the goals of understanding and addressing racism cannot be achieved in a workshop. Racism is a fierce, ever-present, challenging force, one which has structured the thinking, behavior, and actions of individuals and institutions since the first European set foot on this continent. To understand racism and effectively begin dismantling it requires an equally fierce, consistent, and committed effort. Our approach to helping groups deal with issues of racial inclusion and diversity involves:

- an organizational assessment phase to help everyone understand the attitudes and feelings about racism that exist throughout your organization;
- Dismantling Racism Workshop(s) which offer an analysis of racism and support your organization in adopting a common understanding of the problem;
- an analysis of the organization's stage of development in becoming an anti-racist organization;
- development of a plan for change, which will include specific and meaningful goals as well as an action plan to reach those goals;
- ongoing reflection designed to both evaluate the group's progress and document lessons learned as the organization moves through the process;
- periodic check-ins to insure that your organization is receiving the support you need to be successful in reaching your goals.

The following is a description of who we are and then a description of each phase of the process, including the goals, agenda, and timetable for each phase. The cost of the process is outlined at the end.

Who We Are

DRworks is a group of experienced organizers and trainers. When contracting with DRworks for the Dismantling Racism process, you will have the opportunity to draw on the knowledge and experience of the entire group. Two DRworks trainers will act as lead trainers for your organization as you go through the process; they will be responsible for facilitating the steps described below and will be your main contacts for information and support. At various times throughout the process, however, other DRworks trainers may be called on to provide particular help. The assignment of lead and support trainers will be arranged to best meet the needs of your organization.

For a more complete description of DRworks, our mission, and our trainers, please visit our website at www.dismantlingracism.org.

Phase 1: Organizational Assessment

One or both lead trainers will work with you to perform an assessment of the organization. This will include looking at the organization's structure and culture, the quality and nature of relationships in the organization and with the community served, issues of racism and white privilege present in the organization and the level of desire and commitment to identify and address them. This assessment might include any or all of the following:

- forms to be completed prior to our first visit;
- individual staff and board interviews;
- discussions with board, staff, key volunteers, and members;
- community assessment using interviews and/or focus groups.

The goals of the assessment are to:

- understand the organizational strengths, weaknesses, capacity and accountability to community and values;
- assess the readiness for DR work;
- establish relationships with group leaders (formal and informal);
- determine any other intermediate steps leading up to DR workshop;
- identify people in the organization who want to work closely with the trainers and take responsibility for leading the Dismantling Racism process. Throughout the process we will be working with you to identify people who want to take leadership roles in this process, particularly as leaders of the change team and the caucuses (see below).

Phase 2: Dismantling Racism Workshop

This 2-day workshop is designed to help organizations and individuals build on their understanding of racism and the ways in which racism is manifested in the U.S. and in our organizations. The goals for this training are to help participants:

- build relationships;
- understand racism in all its forms - individually, institutionally, and culturally;
- understand how racism impacts People of Color and white people, culturally and organizationally,
- experience and understand the role of caucuses (where People of Color spend time together and separately from white people to address issues of racism and internalized racist oppression and where white people spend time together and separately from People of color to address issues of white privilege and internalized white supremacy).

Whenever possible, we like to schedule meetings both sometime during the week before and a week or so after the workshop. The pre-workshop meeting is voluntary and for anyone who would like to come and ask questions about what to expect, to address any fears or concerns they might have, and to establish an atmosphere of open consideration. The post-workshop meeting, also voluntary, is designed to address questions people might have once the workshop is over, and to give people an opportunity to raise issues they may have uncovered during the workshop and about which they would like more information or resolution. We have found both of these meetings extremely useful in raising the comfort with and commitment to the DR process as a whole.

A typical workshop agenda would look like this:

Day 1

9:00 Introductions

10:00 Setting the Stage 1
Workshop goals, guidelines, agenda review, and three working assumptions are covered.

11:00 Setting the Stage 2
This includes two exercises designed to build relationships and begin looking more closely at issues of identity, including ethnicity, class, gender, sexuality, education, regionalism, ableism, and more.

12:30 Lunch

2:00 Three Expressions of Racism
An analysis of the ways in which racism is expressed individually, culturally, and institutionally is offered and discussed

3:45 "I Remember" Exercise

We share an exercise designed to help us get in touch with our own experiences of racism and white privilege.

4:30 Defining Racism

A comprehensive definition of racism is offered and discussed.

6:00 Day One concludes

Day 2

9:00 Four Foundational Concepts

Racism, internalized racist oppression, white privilege and internalized white supremacy are explained and discussed.

10:00 Caucuses

People of Color and white people meet separately to look at and explore ways in which they are affected by and can then work on racism and white privilege.

12:30 Lunch

2:00 Caucuses continue

3:00 Discussions

The People of Color caucus and the white caucus meet together to share what they discussed in their separate caucuses.

4:30 Next Steps

The group develops a set of next steps. This will include identifying those people who want to take a leadership role in the Dismantling Racism process, which at this point will require taking responsibility for facilitating whatever next steps are identified.

5:00 Closing and Evaluation

Participants evaluate the two days and spend some time appreciating the time they have had together.

5:30 Day Two and workshop concludes

Check-in #1

Two weeks to a month after the 2-day workshop, we will check-in with the organization and those people who have taken leadership roles. Depending on the situation, this check-in may be by phone or in person. This check-in may identify intermediary steps the group needs to take to prepare themselves for the next phase of the process. For example, the organization may need a facilitated board or staff meeting before embarking on the next phase.

Phase 3: Anti-Racism Organizational Development and Assessment

This one-day workshop will be scheduled one to two months after the initial Dismantling Racism workshop. The goals for this training are to help participants:

- understand the stages which organizations go through to become an anti-racist organization;
- evaluate the organization's strengths and weaknesses, including readiness to become an anti-racist organization;
- assess the current organizational stage of the group;
- understand the role of the change team and caucuses in the change process;
- plan next steps.

A typical agenda for this workshop day might include:

9:00 Introductions

10:00 Anti-Racist Organizational Development
The stages of organizational development will be presented and discussed.

12:00 Lunch

1:30 Organizational Diagnosis and Change
Participants will have an opportunity to begin analyzing their organization's stage of development. The roles and responsibilities of the change team and caucuses in the change process will be explained and discussed. If time allows, participants will do some visioning around anti-racist goals for the organization. Change team members will be identified.

3:00 Caucuses meet
Each caucus will reflect on issues identified in the organizational analysis.

4:30 Evaluation and Closing
Participants will evaluate the day and have an opportunity to appreciate the time they spent together.

5:00 Workshop concludes
Change team members stay for a planning session.

5:30-7:30 Change Team Meeting
Those who agreed to serve on the change team will meet to go over their roles and responsibilities and to plan for the next phase.

Check-in #2

Within two weeks to a month after the training, we will check-in with the organization and change team leaders. Depending on the situation, this check-in may be by phone or in person. This check-in is designed to identify any unforeseen problems or challenges faced by the change team and to support them in problem solving.

Phase 4: Moving Forward-Making Change: Concrete Plans for Continuing Work

This 1-day training/ strategy session is designed to support organization leaders and change team members (as well as any others in the organization who want to participate) to construct a proactive two-year plan to help dismantle racism in the organization and in the organization's programs. The goals for this session are to help participants:

- understand the strategic thinking and planning process;
- develop a vision, mission and values for this work;
- develop a one to two year plan for this DR work.

The session will cover the following topics:

- strategic thinking and the strategic planning process;
- defining the vision and values for the Dismantling Racism work;
- developing specific and meaningful goals for the next 12 months which move the organization towards your anti-racist goals;
- determining tactics, timelines, resources, and responsibilities;
- developing an effective evaluation tool and process;
- evaluation of the process to date and reflection on any learning.

If possible, the change team and caucuses will also meet during this time.

Follow-up Check-ins

The trainers will check-in with the organization, the change team and caucus leaders on a monthly basis for the next 6-months. We will help the leaders and the group problem solve, strategize, plan, and manage the change process.

Phase 5: Evaluation

One of the trainers will meet with organization and change team leaders at least two times after the Phase 3 Planning Session. The first visit will occur no less than 6-8 months after this session and the second visit will occur no less than 6 months after that. The purpose of these visits is to help the organization assess and document progress and reflect on lessons learned. This evaluation will in most cases lead to revisions in the plan.

Cost of the Process

The cost for this process depends entirely on the specific process we design together to meet your needs. The cost of the process as described above ranges from \$10,000 - \$15,000 plus expenses through Phase 2 and Check-in 2 and \$5000 - \$7500 plus expenses through Phase 4 (completion of the process). This figure is based on 20-22 days of time from the DRworks staff. While planning the process, if it appears there will be substantially fewer or more days, costs can be adjusted accordingly.

Contact Information

For more information, you can visit our website at: www.dismantlingracism.org.

Or you can contact us directly:

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