

# 2019 **OVERCOMING** RACISM CONFERENCE

**DISMANTLING WHITE SUPREMACY -  
ITS POWER, STRUCTURES, AND CULTURE**

**November 15-16, 2019**

Metropolitan State University, St. Paul, MN



Presented by  
the Facilitating  
Racial Equity  
Collaborative

**#OVERCOMINGRACISM**

# CONFERENCE SCHEDULE

## Friday, November 15

7:30 am	Doors Open/Registration
8:00 am	Welcome/Opening Ceremony
8:45 am	Conference Overview & Logistics
9:00 am	Keynote: Joe Feagin
9:40 am	Break
10:00 am	Keynote: Winona LaDuke
10:40 am	Break
10:50 am	Q&A with Feagin & LaDuke
11:50 am	Spoken Word by Jelly
12:00 pm	Lunch
12:15 pm	Greater MN Meeting
1:15 pm	Workshop Session A
2:45 pm	Break
3:00 pm	Workshop Session B
4:45 pm	ASDIC 15th Anniversary Celebration

## Saturday, November 16

8:30 am	Doors open/Registration
9:00 am	Opening Ceremony
9:30 am	Welcome & Introduction
9:45 am	Exposed Brick Theatre performance adaptation of <i>American as Curry Pie</i> followed by facilitated discussion.
11:30 am	Lunch
12:30 pm	Workshop Session C
2:00 pm	Break
2:15 pm	Workshop Session D

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## Welcome

## Metropolitan State University



On behalf of Metropolitan State University's faculty, students, and staff, it is my pleasure to welcome you to our Dayton's Bluff campus for this year's Overcoming Racism Conference, organized by our partners, the Facilitating Racial Equity Collaborative. Our University is honored and grateful to host and to take part in this work of remembrance, visioning, and shaping strategy, and we are eager to share and strengthen our mutual commitments. We cannot commit to do less than roll back racism in our communities and organizations and, in its place, build constructive capacities that will heal our society and move us toward an inclusive and equitable American ethos.

We cherish the strong bonds that have been formed among those who gather here each year for this summit. For our part, the University's vision statement declares our determination to "build an anti-racist learning community." We stand with you in the understanding that racism is a barrier to living and working, an impediment to learning and opportunity, and a generational cancer. It closes doors and forecloses the future, undermining achievements that could mean so much to individuals, to families, and to our region's civic and economic vitality.

Metropolitan State University is committed to taking concrete actions to more effectively support the flourishing of all members of our communities. The University celebrates this ninth year of hosting the Overcoming Racism Conference. Thank you for your enthusiastic engagement. I hope your experience on campus is deeply meaningful and powerfully productive.

Sincerely,  
Virginia "Ginny" Arthur  
President, Metropolitan State University

## FREC Emcees



**DEBRA D. ANTHONY, MSW, LICSW**

FREC Member and MN Department of Human Services, Human Services Program Consultant



**TIM JOHNSON**

FREC Member and former Pastor of Cherokee Park United Church

## Opening Ceremony

We recognize that the indigenous peoples of Turtle Island ("North America") are the rightful occupants of this land, including the site of this conference.

Virgil Blacklance Mountain and the Mdewakanton Sioux Singers will open each day with Dakota songs in commemoration of the mass execution of the Dakota 38 as well as other traditional songs. A song commemorating the ancestors will be sung prior to each day's opening introductions. Virgil is an enrolled member of the Lower Sioux Community located in Morton, MN. He is a singer, song writer and cultural consultant.

A Sage Blessing will be offered by Bob Klanderud. Bob is a Dakota/Lakota Elder, committed to following traditional Native ways, including being a pipe carrier, participating in Sun Dance, and hosting traditional Native sweat ceremonies.

## **The Facilitating Racial Equity Collaborative (FREC)** convenes the 11th annual Overcoming Racism Conference: **Dismantling White Supremacy - Its Power, Structures, & Culture**

Say white supremacy and many people envision white hoods or tiki torches. Such images may generate headlines, but white supremacy manifests in other ways that are far more insidious and damaging.

Culturally speaking, white supremacy is the idea that white people are better and more deserving of wealth, power, and privilege than people of color. It is a self-perpetuating system that continues to fuel colonialism, exploitation, oppressions, inequities, and the brutalities that people of color continue to endure.

The 2019 Overcoming Racism Conference is dedicated to dismantling its power, its structures, and the culture that enables it to thrive.

### **Conference Learning Objectives:**

- Acknowledge and confront the construct and legacy of white supremacy in this country
- Identify how white supremacy is embedded in the policies, practices, and structures of the criminal justice, education, housing, wealth accrual, medical, social service, and land usage systems
- Become familiar with tools, resources, and networks available to those who have committed themselves to removing the vestiges of white supremacy from these systems
- Discover ways to further the internal work each of us must do in order to effectively confront institutions long grounded in white supremacy
- Learn from each other about the work currently being done to dismantle white supremacy, and how we can replicate that work in our own communities
- Creatively envision a world without white supremacy in which everyone can flourish

## Conference Theme

*"If you are attempting to study American history, and you don't understand the force of white supremacy, you fundamentally misunderstand America."*

~ Ta-Nehisi Coates

*"By 'white supremacy' I do not mean to allude only to the self-conscious racism of white supremacist hate groups. I refer instead to a political, economic and cultural system in which whites overwhelmingly control power and material resources, conscious and unconscious ideas of white superiority and entitlement are widespread, and relations of white dominance and non-white subordination are daily reenacted across a broad array of institutions and social settings."*

~ Frances Lee Ansley

*"When liberal whites fail to understand how they can and/or do embody white supremacist values and beliefs even though they may not embrace racism as prejudice or domination (especially domination that involves coercive control), they cannot recognize the ways their actions support and affirm the very structure of racist domination and oppression that they wish to see eradicated."*

~ bell hooks

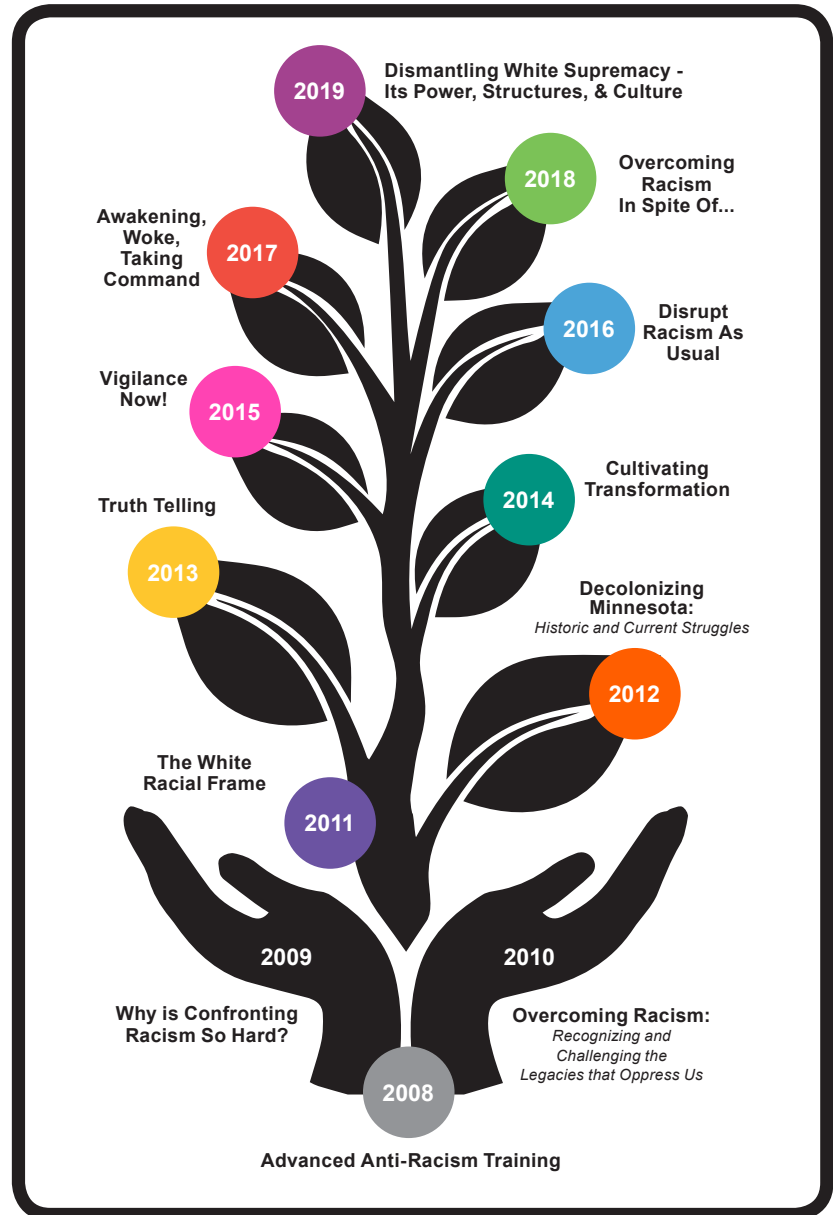
## About FREC

**Everyone is welcome to join us for our monthly planning meetings, held on the 3rd Thursday of each month, 9-11 am.** Please check the website for location. To learn more about FREC, please visit [overcomingracism.org](http://overcomingracism.org).

The story of FREC began 11 years ago at a 2008 gathering hosted by ASDIC Metamorphosis and the Cherokee Park United Church Anti-racist Team. The purpose of the two-day event was to provide advanced training for antiracism facilitators.

In 2009, an expanded organizing group took on the name FREC – Facilitating Racial Equity Collaborative. From the beginning, we understood FREC to be a learning community, with conference attendees as our fellow learners. Initially the primary audience included trained facilitators, educators, and activists. Since then we have expanded our intended audience to include all who are engaged in antiracism work with individuals, organizations and communities.

FREC members include organizations, institutions and their representatives, as well as unaffiliated individuals. FREC has become a community with a unique culture and identity, remaining true to our origins and sense of mission. We continue to be identified with practices of facilitation and transformation.



Today FREC is a dedicated collective of organizations and individuals committed to overcoming racism in Minnesota. Our collective mission is to work against structural racism and racial disparities. We strive to deepen our understanding of and improve our capacity to counter racism. We organize for racial justice and best practices. We are committed to engagement with multiple communities and ways of knowing. We are resources to each other in anti-racism work. With all of you, the Overcoming Racism Conference is another opportunity to speak and hear the truth of our history and experiences, to continue the learning and to facilitate social transformation together.



# 2019 OVERCOMING RACISM CONFERENCE

## BUILDING:

FH = Founders Hall  
 NM = New Main  
 SEC = Science Education Center  
 SJH = St. John's Hall

## AUDIENCE:

E = K-12 Education  
 HE = Higher Education  
 S = Human Services  
 G = Government  
 H = Health/Health Care

A = Arts  
 F = Faith  
 EN = Environment  
 CJ = Criminal + Justice  
 B = Business/Economy  
 C = Community Organizing

## Workshops At-A-Glance Friday

SEE CAMPUS MAP ON P. 8

## FRIDAY

Bldg	Room	Workshop Title	Time	Level	Audience	
SJH	L7	Anti-Bias Education: A Tool for Dismantling White Supremacy in Education	1:15-2:45	2	E	SESSION A
SEC	115	The Blind Spots of White Fragility	1:15-2:45	2	E, S	
NM	L211	Changing Outcomes: Increasing Retention, & Support for Teachers of Color	1:15-2:45	2	E, HE, S	
FH	L120	Circle Work for Race Conversations - More Than "Just Talk"	1:15-2:45	2	E, HE, C	
FH	L118	Confronting White Supremacy 101	1:15-2:45	1	E, HE, G	
FH	Aud	Continue the Conversation with Winona LaDuke	1:15-2:45	1	All	
SEC	216	Dealing with the White Supremacy in Us	1:15-2:45	2	E, HE, S	
NM	L215	Dismantling the Master's House: Debunking Meritocracy	1:15-2:45	2	HE, C, B	
LIB	302	Disrupting White Supremacy By Taking Ally Actions	1:15-2:45	1	All	
LIB	329	Disrupting White Supremacy in Authoritative Traditional Institutions	1:15-2:45	2	HE, H, F	
LIB	306	Encountering the Dominant Narrative in Sacred Spaces	1:15-2:45	2	F, A	
SEC	308	Following the Bread Crumbs	1:15-2:45	1	E, S	
SJH	152	Marching Forward: Showcasing the Lives & Struggles of QTPOC	1:15-2:45	1	HE, C, F	
NM	L210	Practical Ways to Challenge Islamophobia	1:15-2:45	1	All	
LIB	308	When Well-Meaning Isn't Enough	1:15-2:45	2	E, HE, S	SESSION B
LIB	307	"Why do you always have to bring up race?": White talk in higher education	1:15-2:45	2	HE	
NM	L210	Community Experts Who Transform Teacher Education	3:00-4:30	2	E, HE, CJ	
SEC	308	Considering The Source - Dismantling Racism Through Inquiry	3:00-4:30	2	E, C, A	
LIB	302	Decoding Objections: Avoid Alienation While Dismantling White Supremacy	3:00-4:30	2	G, C, B	
NM	L215	Disrupting Islamophobia	3:00-4:30	1	C, F	
SEC	115	Elevating Student Voice to Dismantle White Supremacy	3:00-4:30	2	E, HE, S	
NM	L211	Fog on the Lens: How our Documents Reveal White Culture & Consciousness	3:00-4:30	2	HE, S, F	
LIB	306	Game Changers: narratives of power & possibility	3:00-4:30	2	HE, S, C	
LIB	329	Innocence: How to combat implicit bias & reduce disparities in the classroom	3:00-4:30	2	E	
FH	L118	Let Us Plant Imaginative New Existences: Envisioning a Police-Free Future	3:00-4:30	2	E, C, F	
FH	L120	Navigating Systems: Understanding Organizations & Power	3:00-4:30	2	HE, S, G	
LIB	308	Overcoming Racism in America is Like Asking a Hog to Give Up Slop	3:00-4:30	3	C, F	
SEC	216	Interrogating Internalized Dominance, Disrupting White Supremacy & Patriarchy	3:00-4:30	2	HE, S, C	
SJH	152	Reflective Functioning in Young Adult African American Mothers	3:00-4:30	2	All	
LIB	307	Studying The Link Between Criminal Backgrounds & Success in Housing	3:00-4:30	1	S, CJ	

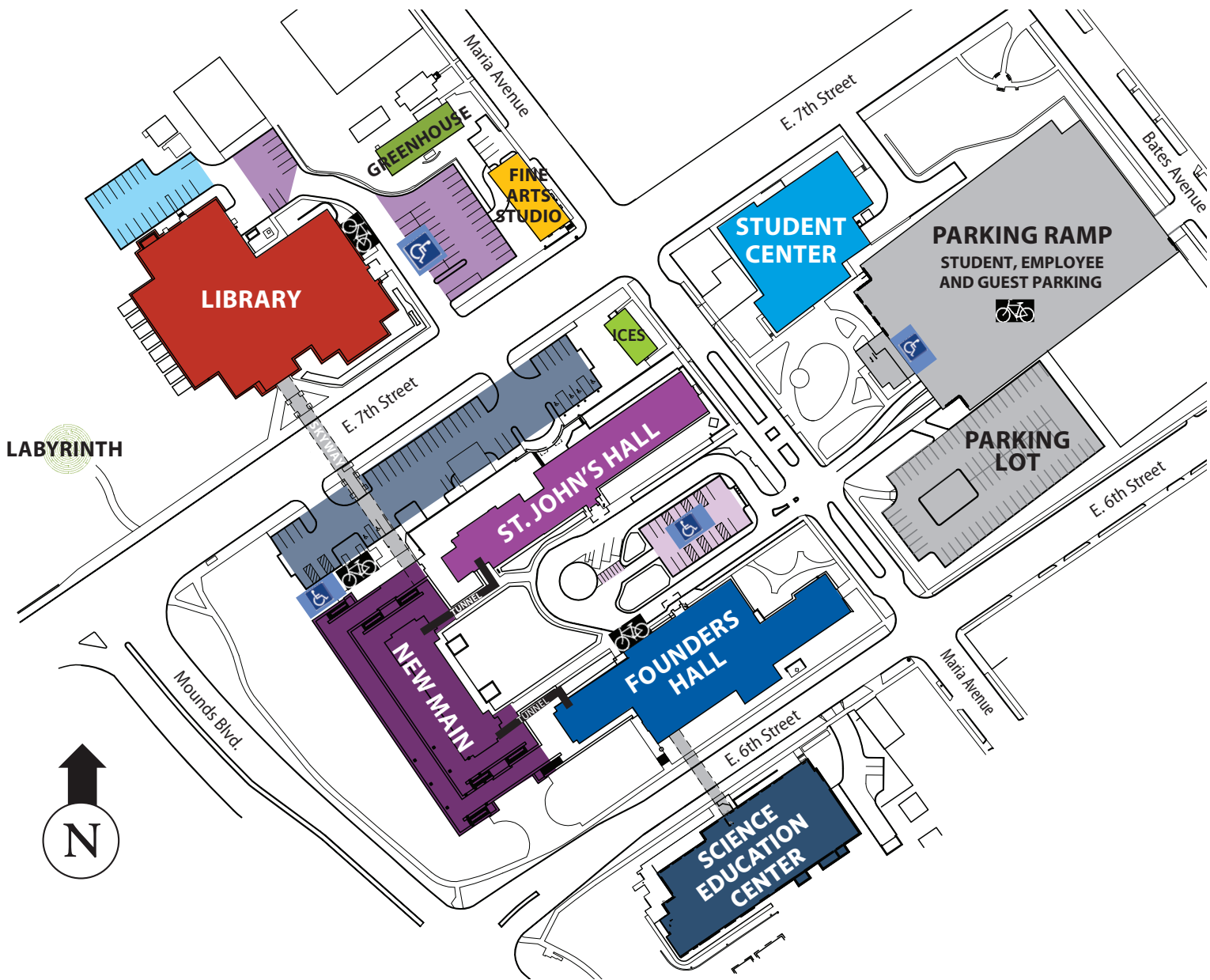
## LEVELS:

- 1 INTRODUCTORY:** Designed to support those newer to conversations on race, power, and privilege. Participants will be introduced to fundamental concepts of how racial bias and prejudice develop and how they become structured into institutions and systems.
- 2 INTERMEDIATE:** Designed for participants who already have some working knowledge of systems of privilege and oppression. Participants will be challenged to apply their knowledge and analyze effective ways to dismantle racism as it manifests in their daily lives, institutions, and society-at-large.
- 3 ADVANCED:** Offers experienced practitioners ways to share insights, deepen their knowledge, and refine their techniques, methodologies, and skills at effectively dismantling racism and building an antiracist/anti-oppressive society.

## Workshops At-A-Glance Saturday

SATURDAY	Bldg	Room	Workshop Title	Time	Level	Audience	SESSION C
	SJH	L7	Addressing Racism Through Circle Dialogue	12:30-2:00	2	E, HE, S	
	LIB	329	American Seeds: The Fertilization of White Supremacy and Its Impact on a Domestic and Global Paradigm	12:30-2:00	2	HE, G, CJ	
	NM	L214	Co-Teaching as Anti-Racist/Culturally Sustaining Pedagogy	12:30-2:00	2	E, HE, S	
	NM	L210	Defusing the Race Bomb: Our Role as Educators	12:30-2:00	1	E, HE, CJ	
	SJH	152	From the Mouths of Babes: Growing up Woke	12:30-2:00	2	E, HE, C	
	LIB	307	How Not to Become the Systems We Are Trying to Dismantle	12:30-2:00	3	E, G, C, CJ	
	NM	L215	Identifying Challenges for Latinx Community Leaders: Where Are the Energy Drains?	12:30-2:00	2	C	
	LIB	308	Messy Conversations About Equity, Diversity, Inclusion & Liberation	12:30-2:00	2	E, G, H	
	SEC	115	The Mindful Genogram: The Examination of Ancestral Bias or "Where did that thought come from?"	12:30-2:00	1	E, S, H	
	LIB	302	Now More Than Ever: Why Leadership on Racial Equity Requires Emotional Intelligence	12:30-2:00	2	HE, G, B	SESSION D
	LIB	306	Talking about Race: Overcoming Fear in the Process of Change	12:30-2:00	1	E, S, G	
	FH	L118	Using Okun & Jones's "White Supremacy Culture" as a Dismantling Tool	12:30-2:00	2	E, HE, F	
	LIB	308	Are You Really Ready for Truth?	2:15-3:45	2	C, CJ, E	
	LIB	302	Connection and Story: Dismantling White Supremacy One Authentic Relationship at a Time	2:15-3:45	2	E, S, C	
	SJH	L7	Culturally Responsive Teaching through A Racial Justice Lens	2:15-3:45	1	E	
	LIB	307	Dismantling White Supremacy with Black Liberation Poetry	2:15-3:45	3	C, F, A	
	LIB	329	Implementing Race, Class Narrative in MN to Dismantle White Supremacy	2:15-3:45	2	C, F	
	NM	L214	Leading From the Inside-out: Parents Taking on Racism at our Neighborhood School	2:15-3:45	1	E, C	
	SJH	152	Leveraging the Power of Restorative Justice to Subvert the Legacy of White Supremacy in School Behavior Policies	2:15-3:45	2	E, HE	
	SEC	115	Systems: Exploring Your Roles, Responsibilities, and Choices	2:15-3:45	2	S, G, C	
	NM	L210	When Those We Love(d) Perpetrate: Power, Control, and Accountability Beyond Criminal Justice	2:15-3:45	2	S, C, F	
	FH	L118	White Supremacy & Me – What's It All Mean?	2:15-3:45	2	G, C, CJ	
	NM	L215	White Supremacy in Everyday Language	2:15-3:45	1	HE, C	
	LIB	306	White Supremacy, Religion, and Nationalism: How They Intersect	2:15-3:45	2	HE, C, F	

Metropolitan  
State University





## Conference Logistics

### \*\*\* ALLERGY ALERT NOTICE\*\*\*

A participant in this conference has a severe allergy to orange fruits and orange-containing products such as scents, oils, flavorings, beverages, and food dyes. Exposure may cause anaphylaxis or death. Please **DO NOT** bring and/or consume oranges, orange-like fruits, or derived products in this conference space.

**Accessibility:** If you are in need of accommodation for disability related reasons, please check at the registration desk.

**Beverages:** They are allowed in most classrooms. Signs will be posted if there are restrictions. Please help us keep the rooms spill-free.

**Cell Phones:** Please be respectful of workshop presenters and participants by switching your phone and other devices to silent mode.

**Conference Certificates:** Certificates of attendance can be picked up at the registration tables in the afternoon.

**Evaluations:** Your feedback is crucial for planning future conferences! Please fill out and return evaluation forms for each workshop, and check your email next week for the overall conference evaluation.

**Internet:** Courtesy of Metropolitan State University, wireless internet access is available using the open wifi network called "Metro\_Guest". This is an open network and requires no password to get online. Once you connect you will need to open up a browser and accept the "Terms & Conditions". For assistance, please ask at the registration table.

**Photography and Recording:** Photos are taken throughout the conference for documentation and publicity purposes. If you do not wish to be photographed, please let the photographer know, and sit away from the presenters. Please refrain from using flash photography during the keynote presentations. At any other time, if you wish to take photos or record audio or video, please ask permission of those who will be in the photo/recording. ***No photography is allowed during Saturday's performance.***

**Recycling:** Please use the separate containers for recycling and trash.

**Restrooms:** There are men's and women's restrooms in all campus buildings. Gender neutral (single user unisex) restrooms can be found in the following areas:

- two on the 2nd Floor of New Main
- one on each floor of the Student Center
- one in the Science Education Center (east end of the 1st Floor)
- one in St. John's Hall (west end of the 2nd floor)

**Reflection and Lactation Rooms:** The Reflection room is located in the Student Center, Room 217. It is a private space available for prayer or meditation. The Lactation Room is located in Founders Hall, Room 140C, near the skyway to the Science Education Center. People interested in using the Lactation Room must check out the key at the Security Desk in Founders Hall.

**Scent Free:** For the health and safety of all conference participants, please help us maintain a fragrance-free environment.

**Smoking:** Smoking and/or use of smokeless tobacco is prohibited throughout the campus (indoor and outdoor spaces) but is permitted on the public sidewalks along 7th Street, 6th Street, Maria Avenue, and Mounds Boulevard.

## CONNECT:



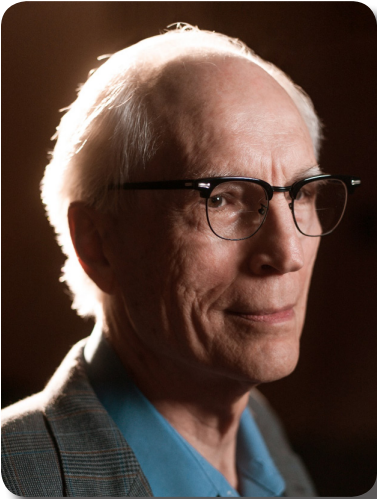
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FACEBOOK.COM/RACEEQUITYMN/



@FREC\_MN  
tweet #OVERCOMINGRACISM



## JOE FEAGIN

Sociology Professor, Texas A & M University

**Dr. Joe Feagin**, the Distinguished Professor in sociology at Texas A & M University, has done much internationally recognized research on U.S. racism, sexism, and urban political economy issues. He has written 73 scholarly books and 200-plus scholarly articles in his social science areas. His books include *Systemic Racism* (Routledge 2006); *Liberation Sociology* (3rd ed., Paradigm 2014); *White Party, White Government* (Routledge 2012); *The White Racial Frame* (2nd ed., Routledge 2013); *Latinos Facing Racism* (Routledge 2014); *How Blacks Built America* (Routledge 2015); *Elite White Men Ruling* (Routledge, 2017); *Racist America* (4th ed., Routledge 2018); and *Rethinking Diversity Frameworks in Higher Education* (2020). He is the recipient of a

2012 Soka Gakkai International-USA Social Justice Award, the 2013 American Association for Affirmative Action's Arthur Fletcher Lifetime Achievement Award, and three major American Sociological Association awards: W. E. B. Du Bois Career of Distinguished Scholarship Award, the Cox-Johnson-Frazier Award (for research in the African American scholarly tradition), and the Public Understanding of Sociology Award. He was the 1999-2000 president of the American Sociological Association.



## WINONA LADUKE

American Activist/ Environmentalist/  
Economist/Writer

**Winona LaDuke** is an American activist, environmentalist, economist, and writer, known for her work on tribal land claims and preservation, as well as sustainable development. In 1996 and 2000, she ran for vice president as the nominee of the Green Party of the United States, on a ticket headed by Ralph Nader. A Native American with Ojibwe ancestry, LaDuke became an activist in Anishinaabe issues, helping found the Indigenous Women's Network in 1985. She became involved in continuing struggles to regain reservation land lost since in the 19th century. LaDuke is the Executive Director of both White Earth Land Recovery Project (WELRP), which she founded at White Earth

Reservation in 1989, and Honor the Earth, which she founded with Indigo Girls Amy Ray and Emily Saliers in 1993. The WELRP holds land in a conservation trust for the benefit of the tribe. Winona's editorials and essays have also been published several times in national and international journals and newspapers. Some of her books include *The Sugar Bush*, *Daughters of Mother Earth: The Wisdom of Native American Women*, and *The Militarization of Indian Country*.

**Jelly (Angelica Daniela Bello Ayapantecatli)** will conclude the morning keynote with her original spoken word piece entitled AMERICA. Jelly is the Dreamer daughter of a single Chiincongá mom from Zacatelco, Mexico. Jelly is currently a freshman at Augsburg University where she has received a full scholarship.

**Saturday  
Performance****EXPOSED BRICK THEATRE**

Founded in 2004, Exposed Brick Theatre is dedicated to telling the untold stories through theatre and performance art. They create opportunities for audiences and artists to grow beyond their own personal experience and view their world from new and multiple perspectives. By creating original work that dissects unexamined subject matter, Exposed Brick Theatre gives voice to silenced issues and populations with the overall intention of fostering an authentic understanding across divides.

At the 2019 Overcoming Racism Conference, Exposed Brick Theatre's Co-Artistic Director, Aamera Siddiqui will perform excerpts of her one woman play, "American as Curry Pie."



**ABOUT "AMERICAN AS CURRY PIE":** For Aamera Siddiqui, growing up as an immigrant in the United States was a balancing act between her Indian Muslim heritage and her American surroundings. Aamera's world consisted of one country inside the four walls of her family's home and another country outside those walls. Curried peas and hot dogs, Catholic school uniforms and colorful head scarves, Urdu and English all blended and bounced off one another to shape her identity. Told with honesty and humor, "American as Curry Pie" is one woman's story about immigration, assimilation, and what it means to be a hyphenated American.

**AAMERA SIDDIQI**

**Intercultural Development, Diversity, Inclusion &  
Equity Social Justice Theater-Maker**

Aamera Siddiqui was going to be a doctor, but plans changed and she settled into a life as a multidisciplinary artist in Saint Paul. Her plays include, Freedom Daze, CLOTH, American as Curry Pie, CHUP, Log Kya Kahenge, and Please Don't Feed the Children. Her work has been produced at Southern Theater, History Theater, Illusion Theater, Intermedia Arts, Dreamland Arts, and Pillsbury House Theater. Siddiqui has received a Naked Stages Fellowship and two Many Voices Fellowships. She was a featured playwright at the Asian American Theater Conference in Minneapolis and at the Women Playwrights International Conference in Mumbai, India. Aamera is also the Co-Artistic Director of Exposed Brick Theatre, an organization dedicated to telling untold stories through theater and performance art. Aamera also teaches yoga and has been known to bake the occasional wedding cake.



## OVERCOMING RACISM IN GREATER MN



**Friday, November 15**

**12:15 -1:00 pm**

**Science Education Center, Room 115**

In 2020, FREC is again offering financial support of up to \$2000 to organizations and community groups in Greater Minnesota that are working to address racial justice and equity in their community.

Participants from Greater Minnesota are invited to a conversation with FREC to discuss anti-racism work around the state. We will report on the work FREC supported in 2019 through our Greater MN Grants, and explore how we can improve and expand this work in 2020. Please join us to learn more, and take part in this discussion on tackling racism in Greater MN!

## ASDIC CELEBRATION

**ASDIC 15<sup>th</sup>  
Anniversary!**

**Friday, November 15**

**4:40 -8:00 pm**

**Great Hall**

**AntiRacism  
Study Dialogue  
Circles**

Everyone is welcome to this special event to celebrate the 15 year anniversary of one of FREC's founding members, ASDIC Metamorphosis - the AntiRacism Study Dialogue Circle. The fundraiser and celebration will feature guest speaker, Joe R. Feagin, a marimba band, food, dancing, and a brief awards presentation. Food and entertainment are free for all who attend. Come join the ASDIC Metamorphosis and FREC communities for this special evening!



## ART BY RICARDO LEVINS-MORALES



Award-winning artist and social justice activist **Ricardo Levins-Morales** will have his art on display and available for purchase throughout the conference in the registration area.

## RACE EXHIBIT - FREE TICKETS

The Science Museum of Minnesota invites you to experience the **RACE: Are We**



**So Different?** exhibit Free of charge! All conference attendees can pick up **TWO FREE TICKETS** at the registration table to visit this first of its kind exhibit.

**About the Exhibit:** Opened in 2007 in partnership with the American Anthropological Association, the exhibit presents a detailed history of the creation of race in the United States along with intersecting narratives of the science of human variation and lived experience of race. This year we are making phased changes to the exhibit that include Spanish translations, entirely new content about the criminal justice system, and more local stories. All changes will be complete by mid-June.

## 2020 CONFERENCE



## 2020 **OVERCOMING** RACISM CONFERENCE

**November 13-14, 2020**

Metropolitan State University  
St. Paul, MN

## SUPPORT FREC

**NO RACISM**  
NO FEAR NO HATE **NO TO RACISM** IN OUR STATE

The annual Overcoming Racism Conference is just part of a year round effort by the Facilitating Racial Equity Collaborative (FREC) to share knowledge, skills, networks and other resources to further understanding of why all Minnesotans need to have a stake in disrupting and resisting racism and its impacts. Powered by a unique collaborative of volunteers, FREC also provides scholarships, convenes the annual Racial Equity Leadership Institute and sponsors community-driven racial justice activities throughout the state of Minnesota.

**DONATE**

**We need YOU to join us!** Please consider donating your dollars, time or talents. To contribute, visit [overcomingracism.org](https://overcomingracism.org) and click on DONATE or join us at the monthly steering committee meetings on the 3rd Thursday of every month from 9-11 am. Check the website for more details.





## Anti-Bias Education: A Tool for Dismantling White Supremacy in Education

St. John's Hall L7

How does white supremacy show up in classrooms and schools? Why is culturally responsive teaching not enough? Anti-Bias Education is a foundational framework that speaks to the root causes of identity, differences, and bias. This workshop will unpack white supremacy in education and explore the concepts introduced through anti-bias education.

**PRESENTER:** Rebecca Slaby, Executive Director AMAZEworks

**LEVEL:** Intermediate

**AUDIENCE:** K-12 education

## The Blind Spots of White Fragility

Science Education Center 115

In a group format, participants will explore ways to examine the blind spots of White Fragility in themselves and others. They will also discuss ways to call it out and unpack it without shutting down the conversation. We will discuss ways to then bring those skills to our personal and professional communities.

**PRESENTERS:** Kelly Schoenecker, Teacher; Bikira Stevenson, HR Specialist; Jane Tierney, Education Inclusion Manager; Amanda Schutz, (Edina Public Schools), and Shannon Swanson-Jarosak, Minneapolis Public Schools)

**LEVEL:** Intermediate

**AUDIENCE:** K-12 education, Human services

## Changing Outcomes: Increasing Engagement, Retention, & Support for Teachers of Color

New Main L211

By examining the lived experiences of Black teachers, research is clearly defining both the problems and potential solutions to retention or turnover of Teachers of Color. This session will be a practical and powerful discussion into the potential causes for turnover for Teachers of Color and ways to substantially change this concerning reality.

**PRESENTERS:** Dr. Chris Bellmont, Principal in Burnsville-Eagan-Savage Schools; Qorsho Hassan, Teacher in Burnsville-Eagan-Savage schools

**LEVEL:** Intermediate

**AUDIENCE:** K-12 education, Higher education, Human services

## Confronting White Supremacy 101

Founders Hall L118

Through the framework of the Four I's of Oppression we will discuss how white supremacy is integrated in daily life. Individuals will reflect on experiences with white supremacy, address challenges of disrupting racism and how we can overcome limiting beliefs in order to dismantle the white supremacy in our lives.

**PRESENTERS:** Tracey Hammell, Academic Advisor, University of Minnesota; Betty Yang, Academic Advisor, University of Minnesota

**LEVEL:** Introductory

**AUDIENCE:** K-12 education, Higher education, Government





## Continue the Conversation with Winona LaDuke

Founders Hall Auditorium

Winona will share more information on the work of Honor the Earth and the Water Protectors, including the new Welcome Water Protectors Campaign. Participants will have the opportunity to ask questions as they learn more about the impact of Line 3 and other activities threatening the quality of water and the environment in northern Minnesota.

**PRESENTER:** Winona LaDuke, Native American land rights activist, environmentalist, economist, politician, and author

**LEVEL:** Introductory

**AUDIENCE:** All

## Dealing With the White Supremacy in Us

Science Education Center 216

This interactive workshop invites attendees to explore the ways that white supremacy is harming us and the work that we do. During our time together, we will reflect on how the dominant culture shows up in us (White Folks and People of Color) and share tools and strategies to stop the cycle.

**PRESENTER:** Donte Curtis CEO, Catch Your Dream Consulting

**LEVEL:** Intermediate

**AUDIENCE:** K-12 education, Higher education, Human services

## Dismantling the Master's House: Dislocating White Supremacy by Debunking Meritocracy

New Main L215

In this interactive workshop, the facilitators will offer tools to challenge the mythology of meritocracy that codifies white supremacy. Racism and classism have constructed impediments and barriers leading to exclusion of people of color who have been historically marginalized. Dismantling white economic privilege is a prerequisite to overcoming racism.

**PRESENTERS:** Char Kunkel, Luther College and Dr. Ron Ferguson, Diversity Council

**LEVEL:** Intermediate

**AUDIENCE:** Higher education, Community organizing, Business/economy

## Disrupting White Supremacy By Taking Ally Actions

Library 302

In this workshop we will learn and practice specific skills to strengthen our ability to act as allies for racial justice and to disrupt white supremacy. Participants of this workshop will walk away with skills that will inspire them to take ally actions.

**PRESENTERS:** Tequia Brown, Leah Hicks and Eve Lee MSW, Learning and Development Consultants for Hennepin County Health and Human Services; Brianne Carmichael, Financial Case Aide, Hennepin County Adult Protection, Project Diversity Council Chair.

**LEVEL:** Introductory

**AUDIENCE:** All





## Disrupting White Supremacy in Authoritative Traditional Institutions

Library 329

In this interactive workshop we seek to uncover structure, power, and culture that sustain oppressive authoritative institutions – seeing what makes them oppressive and the purposes and interests served. We shall identify and use interrogative, critical tools for uncovering whiteness manifest and for re-directing these institutions toward inclusive, just, democratic structures, culture, and uses of power.

**PRESENTERS:** Okogyeamon PhD; Maria McNamara; Joy Sorensen-Navarre; Rev. Matthias Peterson-Brandt; and others of Cherokee Park United Church's Seeds of Resistance and of ASDIC Metamorphosis

**LEVEL:** Intermediate

**AUDIENCE:** Higher education, Health/health care, Faith

## Encountering the Dominant Narrative in Sacred Spaces

Library 306

This workshop will operate as a case study, how one congregation came to terms with well intentioned, yet harmful images within their church. We will explore the path that this community took to live into their commitment to racial justice.

**PRESENTERS:** Rev. Jim Bear Jacobs, Rev. Seth Patterson

**LEVEL:** Intermediate

**AUDIENCE:** Faith, Arts

## Following the Bread Crumbs

Science Education Center 308

How do you know what bias we carry into the world? Where did our bias come from? Lots of us behave as if we are unaware of the impact of our words and actions. This workshop utilizes small group activities and large group discussion to identify hidden influencers that contribute to our bias.

**PRESENTER:** Beverly Bushyhead, Eastern Band of Cherokee Indians

**LEVEL:** Introductory

**AUDIENCE:** K-12 education, Human services

## Marching Forward: Showcasing the Lives & Struggles of QTPOC

St. John's Hall 152

This workshop will be used to confront white supremacy in the LGBTQ community and to showcase the leadership of people of color in the LGBTQ community in a variety of sectors, both locally and globally. There will also be an opportunity to share your own experiences in group discussion.

**PRESENTER:** Alan Toussaint/Graduate Assistant/St. Cloud State University

**LEVEL:** Introductory

**AUDIENCE:** Higher education, Community organizing, Faith





## Using Effective Curriculum to Deconstruct Racism in Spite of Today's Social Climate

New Main L210

This workshop will educate on how Islamophobia operates, who are the key actors and what are practical solutions that people can engage in.

**PRESENTERS:** Jaylani Hussein, Executive Director of CAIR-MN

**LEVEL:** Introductory

**AUDIENCE:** All

## When Well-Meaning Isn't Enough

Library 308

Well-meaning intentions have never and will never be enough. That is why any work done in the confronting of white supremacy must be unrelenting and born from thoughtful, purposeful minds. This workshop invites participants to explore common ideologies and behaviors that well-meaning individuals unknowingly subscribe to that sabotage their best work.

**PRESENTER:** Joanne K. Reeck, M.A.; Founder and Lead Trainer, United for Change Consulting, LLC

**LEVEL:** Intermediate

**AUDIENCE:** K-12 education, Higher education, Human services

## Why Do You Always Have To Bring Up Race?: White Talk Moves In Higher Education

Library 307

In this interactive session, participants will examine cases from predominately white higher education spaces in which White talk moves silence diverse perspectives and voices. In addition to naming specific White talk moves, the conversation will focus on how to engage explicitly and productively at the moment of utterance.

**PRESENTERS:** Dr. Margaret Finders, Professor; and Dr. Terrance Kwame-Ross, Associate Professor Augsburg University

**LEVEL:** Intermediate

**AUDIENCE:** Higher education





## Community Experts Who Transform Teacher Education: Bringing Critical Awareness to Students

New Main L210

Teacher education, as a majority-White enterprise, is unable to speak credibly about racial equity and transforming urban education without including people who have experienced racial trauma in PK-12 education. We discuss the pedagogical value of including community experts in teacher-preparation programs, offering critical counter-perspectives of “best practices” in the field.

**PRESENTERS:** Letitia Basford & Joe Lewis, Associate Professors in Teacher Education, Hamline University, St. Paul, Jordan Borer Nelson, TreeHouse Youth Area Director

**LEVEL:** Intermediate

**AUDIENCE:** K-12 education, Higher education, Criminal justice

## Considering The Source - Dismantling Racism Through Inquiry

Science Education Center 308

Through storytelling, imagery, and song, participants will explore tools of inquiry used in classrooms to engage students in cross curricular investigations, reflection, and presentation to address white supremacy and other social justice issues. These tools of inquiry can also be used in addressing social justice issues beyond the classroom.

**PRESENTER:** Vynetta A. Morrow, Director - The Social Justice Project

**LEVEL:** Intermediate

**AUDIENCE:** K-12 education, Community organizing, Arts

## Decoding Objections: How to Avoid Alienation While Dismantling White Supremacy

Library 302

We have to understand where people are at before we pull them towards greater awareness and radical change. We'll cover concrete skills to unpack and diagnose what's really going on as well as teach you how to shift your communication to be more effective at both the individual and systems levels.

**PRESENTER:** Joayne Larson, Inclusive Leadership Coach, Sparks of Change LLC

**LEVEL:** Intermediate

**AUDIENCE:** Government, Community organizing, Business/economy

## Disrupting Islamophobia

New Main L215

This workshop will dig deeply into allegations made by a Fox9 news story that was immediately discredited, that made false claims about Somali childcare centers. It will examine how Islamophobia was used in political campaigns and at the capitol to threaten access to childcare for thousands of children in Minnesota.

**PRESENTER:** Abdulahi Farah, Lead Organizer of Muslim Coalition of ISIAAH

**LEVEL:** Introductory

**AUDIENCE:** Community organizing, Faith





## Elevating Student Voice to Dismantle White Supremacy

Science Education Center 115

Its Power, Structure and Culture - Live student performance and stories to show their perspective on white supremacy in their schools. Learn what a first-ring suburban school district is doing to elevate student voices and integrate their messages into its power, structure and culture. Student led activities will share tools everyone can use.

**PRESENTERS:** Youssef Abdallah, Meshe Ford, Serenity Primus, Talia McWright, Jose Urrutia (Roseville Area High School Students); Kitty Gogins (Roseville Area School Board Chair); Jamey Johnson (Roseville Area Schools District Leadership Specialist, Community Education) & 10-15 Other Students

**LEVEL:** Intermediate

**AUDIENCE:** K-12 education, Higher education, Human services

## Fog on the Lens: How our Documents Reveal White Culture & Consciousness

New Main L211

After undoing color-blindness, we must tackle culture-blindness. Join us to breathe fog on the lens of White Culture, invisible to many white organizations. See your cultural traits, values they embody, how these values can undermine inclusion. Audit documents you use in hiring, promotion, funding, discernment, admissions, graduation, etc.

**PRESENTER:** Rie Algeo Gilsdorf, Facilitator & Founder, Embody Equity

**LEVEL:** Intermediate

**AUDIENCE:** Higher education, Human services, Faith

## Game Changers: Narratives of Power & Possibility

Library 306

If we are the ones we are waiting for, what's stopping us? Active storytelling in the session will help participants explore their own equity journeys and push each other to move through that journey faster, better and together. Participants must come with openness to listen deeply, co-create stories and ability to question themselves.

**PRESENTER:** Sida Ly-Xiong, Evaluation & Engagement Consultant

**LEVEL:** Intermediate

**AUDIENCE:** Higher education, Human services, Community organizing

## Innocence: An Intervention To Combat Implicit Bias & Stereotype Threat & Reduce Disparities in the Classroom

Library 329

Reconnecting children with their innocence makes a profound impact on social and academic outcomes in the classroom. Innocent Classroom workshops introduce educators to a relationship-driven process to unburden students of color and marginalized students from stereotype threat and implicit bias, freeing them to achieve their unlimited potential.

**PRESENTERS:** Julian Condie, Director of Programs; Joseph Leadley, Director of Research & Evaluation

**LEVEL:** Intermediate

**AUDIENCE:** K-12 education



## Let Us Plant Imaginative New Existences: Envisioning a Police-Free Future

Founders Hall L118

This session invites participants to join the visionary organizing strategy of MPD150 – planting the idea that we can move from police reform towards a police-free future. The workshop will provide participants with exercises and strategies to lead discussions in their own communities around envisioning a world beyond police..

**PRESENTERS:** Members of MPD150, a local organization of researchers, artists and activists joining together to reevaluate police presence in Minneapolis.

**LEVEL:** Intermediate

**AUDIENCE:** K-12 education, Community organizing, Faith

## Navigating Systems: Understanding Organizations & Power

Founders Hall L120

This workshop will discuss the ways that racism and oppression are embedded in organizations. By moving from organizational to systemic concepts, this workshop examines organizational culture, meritocracy, and white supremacy.

**PRESENTERS:** Ruthie Johnson, Racial Justice Consulting Manager, YWCA Minneapolis; & one other member of the YWCA Racial Justice and Public Policy team

**LEVEL:** Intermediate

**AUDIENCE:** Higher education, Human services, Government

## Overcoming Racism in America is Like Asking a Hog to Give Up Slop

Library 308

This workshop will be like any good recovery program, in that each participant will get to an understanding of the Acceptance Stage - acknowledge the problem - "America as being a white supremacist Nation". Each participant will develop their own vision and action plan for moving America toward this "more perfect Union".

**PRESENTER:** William Moore, Managing Partner, Black Men's Early Childhood Project

**LEVEL:** Advanced

**AUDIENCE:** Community organizing, Faith

## Praxis & Possibility: Interrogating Internalized Dominance, Disrupting White Supremacy & Patriarchy

Science Education Center 216

As people who self-identify as white and masculine (including trans, non-binary & cis folks), how can our lifelong journeys of unlearning internalized dominance help to increase our commitment and effectiveness in movements to dismantle white supremacy and patriarchy in our lives, our institutions, and our world?

**PRESENTERS:** Ian Slattery, Graduate Student, Multicultural College Teaching & Learning, University of Minnesota; finn j. Schneider, Graduate Student, Higher Education, University of Minnesota, Community Faculty Member, Metropolitan State University

**LEVEL:** Intermediate

**AUDIENCE:** Higher education, Human services, Community organizing

**Reflective Functioning in Young Adult African American Mothers**

St. Johns Hall 152

This thinking space will assist create insight into the parent-child relationships among young adult African American mothers for those who work with them. We hope to elucidate how adverse early experiences affect mothers' abilities to be emotionally attuned to their children. If we can understand this, we understand our client better in our workspaces.

**PRESENTERS:** Dr. Sheila Sweeney & Dr. Willie Winston

**LEVEL:** Intermediate

**AUDIENCE:** All

**Studying The Link Between Criminal Backgrounds & Success in Housing - A Research Presentation**

Library 307

Review local research that explores the link between criminal backgrounds and housing outcomes. This research is a starting point to change dynamics in the housing market that leave those with a criminal background without access. This disproportionately impacts communities of color as a trickle-down impact of the criminal justice system.

**PRESENTERS:** Virginia Brown, Vice President of Advancement at Aeon; Davis Parker, Public Grants and Program Evaluation Coordinator at Beacon Interfaith Housing Collaborative; Candice Rosalez, Director of Property Management at Project for Pride in Living

**LEVEL:** Introductory

**AUDIENCE:** Human services, Criminal justice



## Addressing Racism Through Circle Dialogue

St. John's Hall L7

How can we talk about racism and white supremacy in a safe, respectful space, sharing our stories, experiences, thoughts? Circles of Understanding create such a space. Learn tools, skills, strategies for beginning facilitation of constructive circle dialogue on difficult issues.

**PRESENTER:** Jean E. Greenwood, M.Div. Center for Restorative Justice & Peacemaking, Science Museum of MN

**LEVEL:** Intermediate

**AUDIENCE:** K-12 education, Higher education, Human services

## American Seeds: The Fertilization of White Supremacy & Its Impact on a Domestic & Global Paradigm

Library 329

The United States is fertilized and structured by the beast that is White Supremacy. It's in the way we view beauty, in our history books, and it expands beyond our borders. This workshop will use spoken word poetry, and pedagogical framework to understand how deeply ingrained white supremacy is in our society, and how we can fight it.

**PRESENTERS:** Atosha Rypa, Spoken Word Artist, University of Minnesota Twin Cities student; Salma Ahmed Ibrahim, Community Organizer, Muslim Student Association President.

**LEVEL:** Intermediate

**AUDIENCE:** Higher education, Government, Criminal justice

## Co-Teaching as Anti-Racist/Culturally Sustaining Pedagogy: Lessons From A State Mandate To Correct Race-Based Disproportionality In Special Education

Science Education Center 115

This session examines White Supremacy in special education. Participants interrogate the Individual Education Plan (IEP) and other special education practices. This enables participants, especially White educators, to challenge our complicity in White Supremacy and to advocate in solidarity with students of color with disabilities and their families.

**PRESENTERS:** Jill Leet-Otley, Ph.D., Luther College; Louise Covert, Ph. D., St. Mary's University

**LEVEL:** Intermediate

**AUDIENCE:** K-12 education, Higher education, Human services



## Defusing the Race Bomb: Our Role as Educators

New Main L210

How can we remediate the effects of racism without continually reinforcing the very racist system that we are trying to overturn? How did the fake science of race become so powerful? Now, new strategies are being developed to combat racism lest we become engulfed by the failed efforts of the past.

**PRESENTER:** Ken Shain, Teacher and Professional Development Instructor, Minneapolis Public Schools & Education Minnesota

**LEVEL:** Introductory

**AUDIENCE:** K-12 education, Higher education, Criminal justice

## From the Mouths of Babes: Growing up Woke

St. John's Hall 152

Youth voice is integral in this work. In this session we will examine personal statements from a multiracial group of young people who are coming of age fully aware of the culture and structures of white supremacy. Using their thoughts as a springboard, we will consider how adults can be in coalition with young people to eradicate white supremacy.

**PRESENTERS:** Maria Graver Juelich, Ed.S. - Hackman Consulting Group; Selena Kopas, St. Paul Public Schools

**LEVEL:** Intermediate

**AUDIENCE:** K-12 education, Higher education, Community organizing

## How Not to Become the Systems We Are Trying to Dismantle

Library 307

Shedding white supremacy culture from within us, each other and our systems takes time. White supremacy has tendencies which are easy to fall back into. The implicitness of whiteness needs to be brought into the consciousness and held accountable. If you are interested in finding ways to be in community of unwhiteness, this workshop is for you

**PRESENTER:** Kia Moua, Kia Moua Consulting LLC

**LEVEL:** Advanced

**AUDIENCE:** K-12 education, Government, Community organizing, Criminal justice





## Identifying Challenges For Latinx Community Leaders: Where Are The Energy Drains?

New Main L215

This workshop explores the application of a leadership training tool that recognizes race, culture, gender and immigrant experience. Based on the case of Latinos en Acción (LEA), a Latina mother-led organization in Dodge Center, MN, we demonstrate a tool and consider the challenges of empowering Latino immigrants in the rural Midwest.

**PRESENTERS:** Silvia Alvarez de Davila- Extension Educator and Associate Professor Family Development; Fernando Burga, Assistant Professor, Masters of Urban and Regional Planning Program, Humphrey School of Public Affairs University of Minnesota, Extension Specialist Center for Community Vitality; Gabriela Burke, Community Program Specialist, Resource Management, Extension Center for Family Development; Mayra Monarrez, President LEA; Mireya Serrano Secretary LEA; Rosenda Marquez, Treasurer LEA

**LEVEL:** Intermediate

**AUDIENCE:** Community organizing

## Messy Conversations About Equity, Diversity, Inclusion & Liberation

Library 308

We will gather in circles and invoke restorative practices in engaging us in a deep conversation about equity, diversity, inclusion, de-colonizing and liberation. We will use narratives to help deepen our engagement and work towards healing.

**PRESENTERS:** Raj, recovering criminologist, associate professor, metro state, Dr. Tamara Mattison, Executive Director, Dispute Resolution Center

**LEVEL:** Intermediate

**AUDIENCE:** K-12 education, Government, Health/health care

## The Mindful Genogram: The Examination Of Ancestral Bias or “Where Did That Thought Come From?”

Science Education Center 115

The participants will be guided in mindful examination of generational family history to identify patterns of racism.

**RESENTERS:** Dr Carol Penn, DO, Director of Service Integration Ocean Health Initiatives, NJ, CMBM; Dr Kathy Farah, MD Childrens MN Integrative Medicine, CMBM; both are Senior Faculty for Center for Mind Body Medicine

**LEVEL:** Introductory

**AUDIENCE:** K-12 education, Human services, Health/health care



## Now More Than Ever: Why Leadership on Racial Equity Requires Emotional Intelligence

Library 302

For many who care about advancing racial equity, this past year has brought tremendous challenges. Continuing to build an inclusive and equitable society will require not just allies and advocates, but leaders and risk-takers. In this practically-focused presentation, we will explore what the framework of “emotional intelligence” has to offer.

**PRESENTER:** Anne Phibbs, PhD, President & Founder of Strategic Diversity Initiatives

**LEVEL:** Intermediate

**AUDIENCE:** Higher education, Government, Business/economy

## Talking about Race: Overcoming Fear in the Process of Change

Library 306

White Americans often have difficulty talking about race because of fear of being considered racist. This can hinder conversations needed to advance anti-racist work in schools and in the community. Learn how principals are leading racial equity work with teachers, and how strategies can be applied in your work context.

**PRESENTER:** Dr. Emily Lilja Palmer, Principal, Washburn High School, Minneapolis

**LEVEL:** Introductory

**AUDIENCE:** K-12 education, Human services, Government

## Using Okun & Jones’s “White Supremacy Culture” as a Dismantling Tool

Founders Hall L118

Learn about Tema Okun and Kenneth Jones’s powerful framework for building self-awareness within organizations around White Supremacy Culture and one local faith organization’s experience using it. Leave this interactive session with tools and strategies for implementing the framework in your own organization, along with networking resources to support your efforts.

**PRESENTERS:** Scott Endo, Instructional Coach, Hopkins Public Schools, Social Justice Committee Chair, Race Equity Committee Member, Calvary Lutheran Church (ELCA) Mpls.; Kristy Rolig, Teacher, Saint Paul Public Schools, Church Council Member, Race Equity Committee Member, Calvary Lutheran Church (ELCA) Mpls.; Cynthia Sarver, PhD, Principal and Education Consultant, Augment Education, Race Equity Committee Chair, Calvary Lutheran Church (ELCA) Mpls.

**LEVEL:** Intermediate

**AUDIENCE:** K-12 education, Higher education, Faith

## Are You Really Ready for Truth?

Library 308

Burnout in the anti-racism movement is not equitably experienced. Privileged identity activists contribute to a higher burnout rate in activists of color. White activists benefit from social privilege in anti-racist efforts. Learn how to reflect deeply and respond in meaningful ways to create greater effectiveness and sustainability for all.

**PRESENTER:** Beverly Bushyhead, Eastern Band of Cherokee Indians

**LEVEL:** Intermediate

**AUDIENCE:** Community organizing, Criminal justice, Environment

## Connection & Story: Dismantling White Supremacy One Authentic Relationship at a Time

Library 302

The ability to hold the humanity of self and others is critical in the work of dismantling white supremacy. Join us for an interactive learning exploration of how building relationship through connection and story allows us to heal and hold our individual and collective humanity, dismantling racism in the process.

**PRESENTER:** LaKesha Kimbrough, Middle School Success Coordinator, Seattle University

**LEVEL:** Intermediate

**AUDIENCE:** K-12 education, Human services, Community organizing

## Culturally Responsive Teaching through A Racial Justice Lens

St. John's Hall L7

Although school districts implement culturally responsive training, the added dimension of racial justice centers, values, and develops the experiences of Black, Indigenous and Students of Color. Participants will be invited to disrupt white supremacist paradigms and learn alternative narratives and practices for the sake of the children.

**PRESENTERS:** Angela Osuji, Washburn High School Mpls, REA; Roberta A. Hernandez, Central Park Elementary, REA; thomas Carlson, Perpich Center for Arts Education, REA

**LEVEL:** Introductory

**AUDIENCE:** K-12 education

**Dismantling White Supremacy with Black Liberation Poetry**

Library 307

This workshop will highlight poetry and spoken word poetry that I have written and learned from that breaks down the legacy of white supremacy and racism to inform and empower others. It will also focus on the participant's experiences using Creative Writing to address and resist white supremacy, bigotry, and racism.

**PRESENTER:** Christopher D. Sims, Intercultural Leadership Institute Fellow and Nationally Known Spoken Word Artist and Activist

**LEVEL:** Advanced

**AUDIENCE:** Community organizing, Faith, Arts

**Implementing Race, Class Narrative in MN to Dismantle White Supremacy**

Library 329

Race, Class Narrative research in MN and nationally has supported the necessity for aspirational, values-driven narrative that centers both race and class while simultaneously neutralizing dog whistle language. Participants will learn about the research, the ways it's been implemented in MN, and how to implement its findings in their own work and activism.

**PRESENTERS:** Minister JaNaé Bates, Communications Director, ISAIAH; co-presenter TBD

**LEVEL:** Intermediate

**AUDIENCE:** Community organizing, Faith

**Leading From the Inside-out: Parents Taking on Racism at our Neighborhood School**

New Main L214

We are five parents at Minneapolis Southwest High School who met in the aftermath of a series of racist incidents at the school. We came together to discuss the systemic racism we faced and to educate ourselves, including on our own implicit bias. We grew more aware, together, of endemic racist practices at the school, and plotted an action plan.

**PRESENTERS:** Parents Laura Balfour, Mary Breen, Deb Girdwood, nance kent and June Thiemann

**LEVEL:** Introductory

**AUDIENCE:** K-12 education, Community organizing



## Leveraging the Power of Restorative Justice to Subvert the Legacy of White Supremacy in School Behavior Policies

St. John's Hall 152

As nationwide data demonstrates, our schools uphold the legacy of white supremacy by suspending and dismissing our students of color and native students at exponentially higher rates than white students. Join us to explore how restorative justice can be used to build community and interrupt these traditional discipline systems.

**PRESENTERS:** Maria Graver Juelich, Ed. S. - Hackman Consulting Group; Erin Dooley, Ed.S. - Saint Paul Public Schools

**LEVEL:** Intermediate

**AUDIENCE:** K-12 education, Higher education

## Systems: Exploring Your Roles, Responsibilities, & Choices

Science Education Center 115

A simulation that encourages reflective practice in systems thinking. Make connections between self and systems as we notice, name, and discuss strategies to disrupt patterns of behavior that perpetuate inequities. Spoiler alert: Our identities and perspectives matter.

**PRESENTERS:** Diana Beck, Director of Academic Programs, UMN Humphrey School of Public Affairs; Isadora Collins, Systems Change Facilitator and Project Manager; Stephanie Jacobs, Founder, Trailblazer Leadership; Jen Mein, Creative Engagement Consultant, Jen Mein LLC; Sook Jin Ong, Director of the Future Services Institute, UMN Humphrey School of Public Affairs

**LEVEL:** Intermediate

**AUDIENCE:** Human services, Government, Community organizing

## When Those We Love(d) Perpetrate: Power, Control, & Accountability Beyond Criminal Justice

New Main L210

What can and should accountability look like in the age of #MeToo? Culture, privilege, and oppression feed domestic and sexual violence. Criminal justice is not the only mechanism for accountability. By incorporating victim-centered practices and human rights principles, we can all take action to stop perpetration in our communities.

**PRESENTERS:** Maret Banks, Underserved Populations Support Advocate, Standpoint; Amy Palmer Lauricella, Staff Attorney, Standpoint; Traci Thomas-Card, Prevention and Advocate Support Manager, Standpoint

**LEVEL:** Intermediate

**AUDIENCE:** Human services, Community organizing, Faith



## White Supremacy & Me – What's It All Mean?

Founders Hall L118

This workshop will clarify meanings and impacts of white supremacy in our culture. Participants will gain greater understanding of why white supremacy is so insidious in its work to divide us and how they can take action to mitigate the impacts within themselves, their institutions and people they encounter day-to-day.

**PRESENTERS:** Discussions that Encounter organizers / facilitators: Rev. Dr. Arthur Agnew, Founder in 2005; Bill Keatts; Lou Schoen; Rosalind Sampson

**LEVEL:** Intermediate

**AUDIENCE:** Government, Community organizing, Criminal justice

## White Supremacy in Everyday Language

New Main L215

This workshop explores how white supremacy colonizes the landscape through our language creating a domination in thought and speech. We will discuss a brief history of colonization of the language and how it is still in use today, followed by ways of recognition and reformation of our speech.

**PRESENTERS:** Susana Carlos, UMN MPH Candidate; EmmaLee Pallai, MFA

**LEVEL:** Introductory

**AUDIENCE:** Higher education, Community organizing

## White Supremacy, Religion, & Nationalism: How They Intersect

Library 306

Systems of White Supremacy run deep in our society. Christianity has been greatly affected by White Supremacy; it is so much a part of the dominant white culture that it is invisible. This interactive workshop will investigate how Christianity, Nationalism and racism intersect.

**PRESENTER:** Peter Eichten, Professor, Metropolitan State University

**LEVEL:** Intermediate

**AUDIENCE:** Higher education, Community organizing, Faith

THANK YOU!

## We'd like to give a special thanks to these individuals who helped make the conference a success.

**Debra Anthony**, Minnesota Department of Human Services

**Brian Balk**, Community Volunteer

**Lynne Bates**, Cherokee Park United Church

**Mary Bren**, Cherokee Park United Church

**Ashley Charwood**, MN Council of Nonprofits

**Emily Edstrom Moore**, Pillsbury United Communities

**Emily Farell**, Community Volunteer

**Carol Fogarty**, Ramsey County

**Sarah Gleason**, Side by Side Associates

**Cathy Gnatek**, Community Member

**Sue Hammersmith**, Retired President, Metropolitan State University

**Ma Her**, St. Paul Ramsey County Department of Public Health

**Rev. Tim Johnson**, Retired Pastor, Cherokee Park United Church

**Bill Keatts**, Discussions That Encounter

**Renee King**, Metropolitan State University

**Andre Koen**, Community Volunteer

**Garnetta Lowman**, Russell Herder

**Alneida Madrigal**, Community Volunteer

**Maria McNamara**, ASDIC Antiracism Study-Dialogue Circles

**Becky Montgomery**, Community Volunteer

**William Moore**, Community Volunteer

**Craig Morris**, Metropolitan State University

**Okogyeamon**, ASDIC Antiracism Study-Dialogue Circles

**Renee Pardello**, Community Volunteer

**Rev. Matthias Peterson-Brandt**, Pastor, Cherokee Park United Church

**Ea Porter**, University of St. Thomas

**Debra Ricci**, Metropolitan State University

**Barb Rose**, Side by Side Associates

**Scott Russell**, St. Paul Interfaith Network & Healing Minnesota Stories

**Dennis Skovsted**, Redeemer Center for Life & Collaboration Accompanying Neighbors

**Elizabeth Wroblewski**, Community Volunteer

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## THANK YOU!

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NOTES





**#OVERCOMINGRACISM**



**2019 OVERCOMING  
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Metropolitan State University, St. Paul, MN

**November 15-16, 2019**