

2021 Virtual Overcoming Racism Conference



Friday, November 12 and Saturday, November 13, 2021

Presented by the Facilitating Racial Equity Collaborative
(FREC)

REQUEST FOR PROPOSALS

Theme: **The Fierce Urgency for Transformation Now!**

In Martin Luther King's book, published in 1968, Where Do We Go From Here: Chaos or Community? he's quoted, *"We are now faced with the fact that tomorrow is today. We are confronted with **the fierce urgency of now** in this unfolding conundrum of life and history there is such a thing as being too late. Procrastination is still the theft of time. Life often leaves us standing bare naked and dejected with a loss to opportunity. The tide in the affair of men does not remain at the flood; it ebbs. We may cry out desperately for time to pause in her passage, but time is deaf to every plea and rushes on. Over the bleached bones and jumbled residuals of numerous civilizations are written the pathetic words: 'Too Late.' There is an invisible book of life that faithfully records our vigilance or our neglect. The moving finger writes and having writ move on...' We still have a choice today nonviolent coexistence or co-annihilation. This may well be mankind's last chance to choose between chaos and community."*

Dudley Randall's anthology *The Black Poets*, published in 1971, included in the preface the short poem, "SOS" by Amiri Baraka (LeRoi Jones).

Calling all black people

Calling all black people, man woman child

Wherever you are, calling you, urgent, come in

Black people, come in, wherever you are, urgent calling you calling

All black people

Calling all black people, come in, black people, come on in.

Eddie Glaude Jr Ph.D., reminded us in his book, Democracy in Black: How Race Still Enslaves the American Soul, published in 2016 that "BlackLivesMatter" the movement reminds white people that their lives do not matter more than others challenging directly white supremacy just as W.E.B. DuBois (February 23, 1868 – August 27, 1963) stated, *"I hear the muddy cries reverberating through the world I am white well and good O Prometheus, divine thief! Is not the world, wide enough for two colors for many little shinings of the sun? Why then devour your own vitals if I answer even as proudly "I am black!" –*

Dr. Glaude also writes in that book on how to re-envision America's democracy, *"...(and that), it begins with closing the value gap. To close that gap, black people and all of those who have turned their backs on white supremacy will have to name racism when it blocks a broader vision of the country, tell a different story when people disremember*

in order to justify a political agenda and envision the beloved community in which all Americans do more than just go to work and tend to their individual gardens, but experience a deeply felt interdependence in a jointly shared effort to reimagine America's democracy."

James Baldwin wrote in his book, "The Artist's Struggle for Integrity", in 1963, "You must understand that your pain is trivial except insofar as you can use it to connect with other people's pain and insofar as you can do that with your own pain, you can be released from it, and then hopefully it works the other way around too; insofar as I can tell you what it is to suffer, perhaps I can help you to suffer less."

In James Baldwin's essay, "To Crush a Serpent", his poem to love, in 1987, he wrote, "Salvation is not flight from the wrath of God. It is accepting and reciprocating the love Of God. Salvation is not separation. It is the beginning of union with all that is or has been or will ever be."

"We must come to see that the end we seek is a society at peace with itself, a society that can live with its conscience." Martin Luther King, Jr

This year's conference theme is *Overcoming Racism: The Fierce Urgency for Transformation Now!*

On January 6, 2021, we witnessed an insurrection, not a lark, even though only one gun shot was fired, live seditious acts by white supremacists and white nationalists to stop the America democratic process and silence the majority of American's votes with force and violence. Even though the insurrection failed it exposed American's racist tendencies and what happens when we have over the years been ignoring, turning a blind eye to the realities of not honestly and fully confronting America's original sin. We have an opportunity in 2021, to take back America's "ideal" of being the land of the free and the home of the brave, governed by and for the people. "(That), We hold these truths to be self-evident, that all *(humans) are created equal, that they are endowed by their Creator with certain unalienable Rights, that among these are Life, Liberty and the Pursuit of Happiness."

Moving away from a self-perpetuating systemic racism in American that continues to fuel white supremacy, exploitation, oppressions, inequities, and the brutalities on Black, Indigenous and People of Color (BIPOC) population. The 2021 Overcoming Racism Conference is dedicated to the dismantling of these systems, structures, and cultures that are enablers of racism. We cannot slow down. We must move forward with a *Fierce Urgency for Transformation Now!*

We seek workshop proposals from activists and community organizers, educators and others involved in antiracist work in urban, rural and suburban areas. We encourage proposals from people who are Black, Indigenous or People of Color and from a continuum of perspectives ranging from youth to seasoned change

agents. Proposals should speak to a broad audience, both BIPOC and white allies, which includes, but is not limited to:

- Community artists and activists
- Employees working within organizations/institutions
- Students and educators
- People trying to discuss issues of race with friends and family
- Individuals working to change the internalized racism we all carry in our heads and hearts

Be Prepared.

The work that we are doing at the conference is challenging for all involved. The material you present could bring up painful memories and re-traumatize participants. Be aware of your audience and woke to this possibility. Be prepared to step out of your planned presentation and facilitate a process to unpack whatever is coming up for people. It could be a powerful learning opportunity for everyone. FREC volunteers will attend each workshop and be able to bring in additional support if needed.

Learning Objectives:

As the result of attending this conference, Participants will learn how to:

1. **Ground this moment for transformation in the history of racism and the opposing movements of liberation.**
2. **Challenge racial justice resistance and lethargy with essential racial justice tools and frameworks.**
3. **Confront resistance (knowing it looks different based on your life experiences where you live, work and who you are.)**
4. **Establish starting points for transformation by recognizing, naming, and organizing to eliminate racism.**
5. **Develop and know how to implement specific actions that participants can take in their lives.**
6. **Hold organizations, systems, and leaders accountable.**
7. **Learn ways to effectively address, no longer normalize and hold white supremacists accountable for their racist ideals and behaviors.**

Logistics and Technical Considerations

- **All workshops will be presented virtually. You will be presenting via Zoom accessed from a Virtual Platform.**
- Online workshop presenters are being asked to adapt in-person participant engagement strategies to the online environment. Understanding and engaging your audience takes deliberate effort. The online environment makes it difficult to read body language and create space for all voices. FREC is providing support in

the form of a presenter orientation for presenters to share ideas and to help each other tailor presentations to the online environment. Presenters will also become acquainted with the FREC philosophy.

- All presenters will be required to participate in at least one orientation session organized and facilitated by the Conference's Event Planner. Training dates are to be determined and will be set early enough to provide presenters adequate time to format their workshop presentation in line with best practices for a virtual conference. Additional support/training will be provided to presenters as needed or requested. If you want an introduction to ideas about how to engage audiences in an online training here is a short video, [5 ingredients to Make Virtual Engagement Easy](#). (Littlefield, 2020).
- Workshops will be 90 minutes in length and should be with a variety of techniques, incorporating engaging features such as the use of breakout rooms, polling, etc. We strongly encourage that each presenter has a producer, someone who helps with the technical aspect of the workshop (admitting folks into the meeting, setting up breakout rooms, monitoring chat, etc.) so the presenter can focus on the content. If you do not have a producer that you've worked with, FREC will do our best to assign you a producer.
- Presenters will be asked to submit all PowerPoints that will be used in the workshop to the Conference Coordinator by a date to be determined which will be prior to the conference.

The deadline for workshop submissions is May 24th, 2021 at 5:00 pm Central Daylight Savings Time

The following information must be included in your workshop proposal submission:

- The first and last names, contact email and exact titles of ALL presenters if you will have multiple presenters. If selected we will be collecting short bios and headshots of all presenters and will need this information.
- Your ability to be connected to a secure internet connection and not rely solely on Wi-Fi
- Your experience in conducting an online training session. Assistance/support will be provided by FREC members to those requesting it, especially for those who have not conducted online workshops before.
- What tools you plan to use to make your workshop interactive
- What assistance you will need to make your session interactive

Additional Information:

- Selection notifications will be sent out by July 1st, 2021.
- NOTE: Free registration **is provided for up to two** presenters from each workshop selected. If a workshop has more than two presenters other presenters will be required to pay if they want to attend the conference.

- All workshops will be recorded, and available at no charge to conference participants after the Conference.

All workshop proposals should be submitted using Google Forms.

Please use the following link to access the [Google Form](#):

https://docs.google.com/forms/d/e/1FAIpQLSdnQcFJi6SlwrlwfcOJSFM6a9gwEz6TeHPkWtn7q2hb-P4bQ/viewform?usp=sf_link