

2023 **OVERCOMING RACISM** CONFERENCE

Reclaiming History and Paying What's Due



FRECC

Facilitating Racial
Equity Collaborative

November 10 - 11, 2023
Metro State University
St. Paul, MN



overcomingracism.org

CONFERENCE SCHEDULE

Friday, November 10

8:30 AM	<i>Welcome!</i>
	<i>Drumming and Singing by Spirit Boys</i>
8:50 AM	<i>Conference Overview & Logistics</i>
9:15 AM	<i>Keynote Speech</i>
10:00 AM	<i>Break</i>
10:15 AM	<i>Moderated Small Group Discussion</i>
11:10 AM	<i>Moderated Q & A Session</i>
11:40 AM	<i>Wrap up, Instructions for lunch/afternoon</i>
11:45 AM	<i>Lunch</i>
1:00 PM	Workshop Session 1
2:30 PM	<i>Break</i>
3:00 PM	Workshop Session 2

Saturday, November 11

9:00 AM	<i>Welcome!</i>
9:05 AM	<i>Spirit Boys Drumming and Singing</i>
9:20 AM	<i>Conference Overview & Day 2 Logistics</i>
9:30 AM	<i>JUSTmove Performance</i>
10:15 AM	<i>Facilitated Q & A with JUSTmove</i>
10:45 AM	<i>Morning wrap up & afternoon logistics</i>
10:50 AM	<i>Lunch</i>
11:50 AM	<i>Move to Founders Hall Auditorium</i>
12:00 PM	<i>Closing and Eliminating the Racial Wealth Gap - Three Stories</i>
1:30 PM	<i>Break</i>
2:00 PM	Workshop Session 3

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LET US KNOW WHAT YOU THINK



Scan this QR code to access the **overall conference evaluation**



Scan this QR code to access the **workshop evaluation survey**



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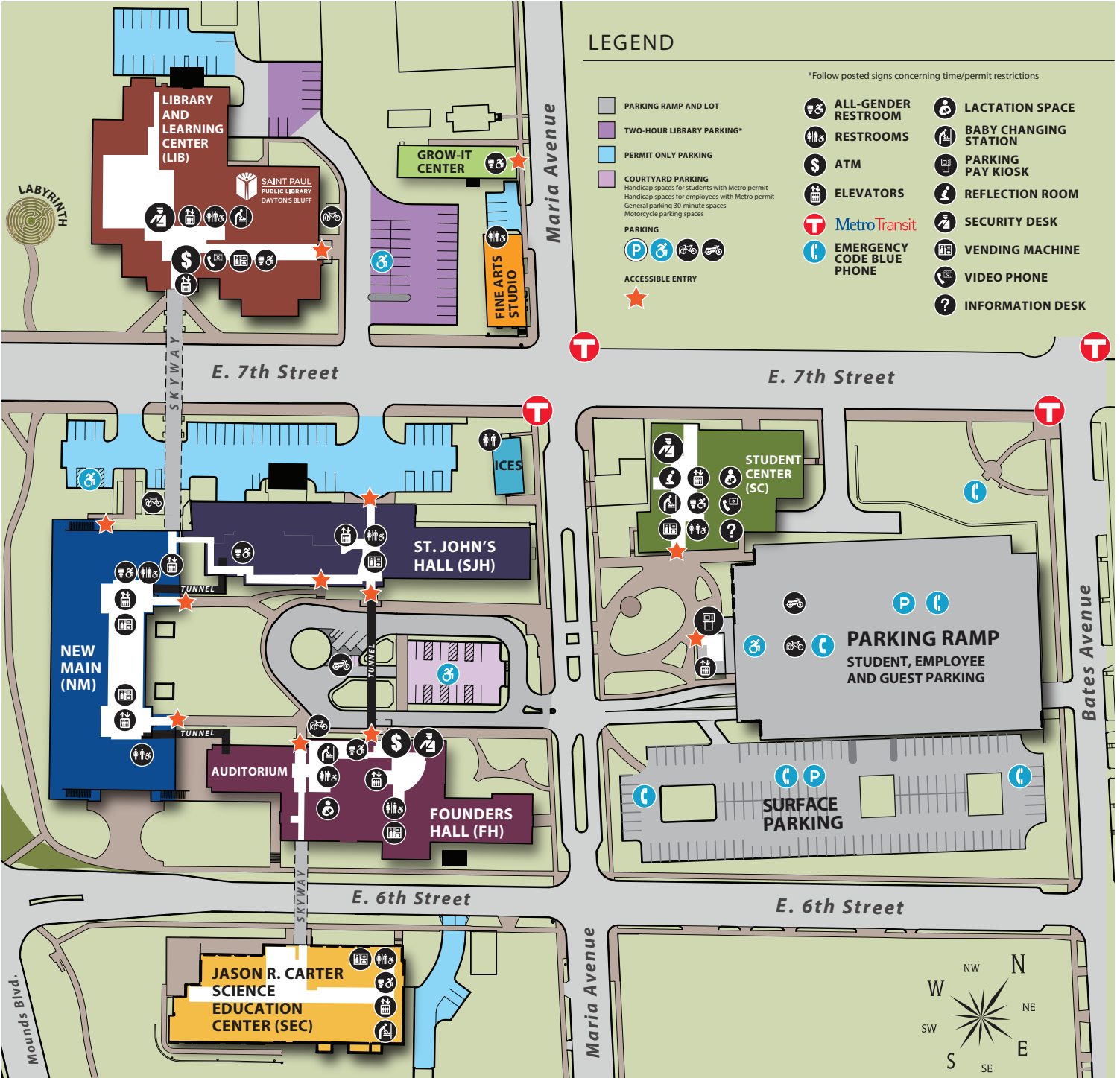


facebook.com/RaceEquityMN



instagram.com/facilitatingracialequitycollab

WELCOME TO METRO STATE UNIVERSITY



UPDATED 6/29/22

FREC REIMAGINED



Much has changed in the world since FREC began fourteen years ago. In January, FREC began an intensive effort called the FREC Reimagined Project to ensure that FREC's mission, vision, values and programs continue to be inclusive, relevant and effective. We invite you to help us look at our current work with fresh eyes and share your ideas to envision our future moving forward.

Initial survey results are available at the **FREC Reimagined Project Table** in Founders Hall reception area. Stop by to meet the project leaders, Leah Hicks and Brienne Carmichael, ask questions and offer your thoughts. After the conference, feel free to reach out to the project leaders at FRECreimagining@gmail.com. We welcome and encourage your engagement in this initiative to explore new horizons for FREC!



If you haven't yet, please use this QR code to access and fill out the FREC Reimagined survey, which will take only about 10 minutes of your time.

FREC Reimagined Project Leaders



BRIANNE CARMICHAEL

Brienne Carmichael is currently the DEI Director at Literacy Minnesota and is a major advocate for intercultural harmony and human-centered design. She holds a BA in English with a concentration in African/African-American Studies. Outside of work, she is a dog mom and she enjoys drawing, travel and literature. She is actively involved with Alpha Kappa Alpha Sorority, Inc. Delta Phi Omega Chapter and co-leads FREC's Reimagined work.



LEAH HICKS

Leah Hicks is a long-time volunteer with FREC, serving both as an emcee and a facilitator in our Racial Equity Leadership Institute (RELI) workshop series and is excited to be co-leading the collaborative FREC Reimagined team. She has worked at Hennepin County Human Services for over 20 years in various roles. Leah strongly believes Diversity, Equity & Inclusion starts from within each person by having tough conversations, listening to and learning from others' lived experiences. Leah received her BA in Human services, Training in Adult Development from Metro State University. Outside of work she is an avid traveler and spends time with her grandkids and animals.

WHAT'S HAPPENING

Ricardo Levins Morales Art Studio

FOUNDERS HALL RECEPTION AREA

Social justice art is on display and available for purchase in Founders Hall reception area.



Networking/Open Space Room

FOUNDERS HALL L120

Founders Hall L120 classroom is open and available to all conference participants for small group meetings, continuing discussions or other networking purposes.



Closing and Eliminating the Racial Wealth Gap Three Stories

SATURDAY GENERAL SESSION: 12 – 1:30 PM IN FOUNDERS HALL AUDITORIUM

This interactive session will present information about the existing wealth gap between white and racial/ethnic/cultural communities and three different efforts working to close it. You will hear about the work of the Tiwahe Foundation with Indigenous communities, wealth building activities within African American communities, and the results of organizing within the diverse East Phillips neighborhood in Minneapolis.

Speakers/Presenters:

Nikki Pieratos, Director, Tiwahe Foundation

Kenya McKnight-Ahad, Founder/CEO, Black Women's Wealth Alliance, SBC

Joe Vital, Roof Depot Project, East Phillips Neighborhood Institute



Free Resource Table

FOUNDERS HALL RECEPTION AREA

Stop by the free resource table in Founders Hall reception area to pick up free resources and/or leave information/resources you want to share with others.



WORKSHOPS AT-A-GLANCE

BUILDING KEY:

NM = New Main

SEC = Science Education Center

FH = Founders Hall

SJH = St. John's Hall

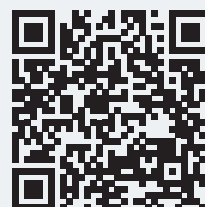
The Facilitating Racial Equity Collaborative (FREC) Program Committee curated these to engage thoughtful dialogue and action among those who value scholarship, truth-seeking, democracy, and equity. It is our time to create something new together—all of us.

Workshops are categorized in three different levels:

1. Introductory [INTRO]: These workshops or sessions are 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 [INTERM]: These workshops or sessions are 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 disrupt racism as it manifests in their daily lives, institutions, and society-at-large.

3. Advanced [ADVNC D]: These workshops or sessions offer experienced practitioners ways to share insights, deepen their knowledge, and refine their techniques, methodologies, and skills to effectively disrupt racism and building an antiracist/anti-oppressive society.



Scan QR code for detailed workshop descriptions.

Descriptions also available at overcomingracism.swoogo.com/ocr2023/3846121

SESSION ONE: FRIDAY, NOVEMBER 10 | 1:00 - 2:30 PM

LVL	BLDG	ROOM	WORKSHOP TITLE
INTRO	NM	L214	Restorative Justice: Studying the past for a brighter future
INTRO	FH	L118	“Walk With Me”: Moving From Allies to Co-Conspirators

LVL	BLDG	ROOM	WORKSHOP TITLE
INTERM	NM	L210	The “Worthy Immigrant”: A Discussion of Past and Present Failures in U.S. Immigration Policy
INTERM	NM	L213	Eliminating Racial Discipline Disparities in Schools
INTERM	SEC	115	The Unclothing of a Well-Dressed Lie: Creating Learning Conversations on Race in America.

LVL	BLDG	ROOM	WORKSHOP TITLE
ADVNC D	FH	AUD	Equitable Systems Change: Tools for Following BIPOC Community Leadership

WORKSHOPS AT-A-GLANCE

BUILDING KEY:**NM** = New Main**SEC** = Science Education Center**FH** = Founders Hall**SJH** = St. John's Hall**SESSION TWO: FRIDAY, NOVEMBER 10 | 3:00 - 4:30 PM**

LVL	BLDG	ROOM	WORKSHOP TITLE
INTERM	FH	L117	Contemporary Protest Songs: The Lifeblood of Movement Work
INTERM	NM	L214	Dying from the Hands of Allyson in the Workplace and in Society
INTERM	FH	L119	Elevating Teacher Voices to Successfully Increase Hiring and Retaining BIPOC Teachers in Roseville Area Schools
INTERM	FH	L118	How a Major Branch of Judaism (Reconstructionism) Passed a National Reparations Resolution with Help From a Minneapolis Congregation
INTERM	NM	L213	Know Your Worth: Advancing and Empowering Black Girls, Teens and Young Women in the Millennium
INTERM	NM	L210	Re-Culturing Whiteness: Salon for Embodied Antiracism

LVL	BLDG	ROOM	WORKSHOP TITLE
ADVNC	SEC	115	Radical Restoration of Community Care

SESSION THREE: SATURDAY, NOVEMBER 11 | 2:00 - 3:30 PM

LVL	BLDG	ROOM	WORKSHOP TITLE
INTRO	FH	L118	Be the Hero Your Kids Need: Proactive Parenting to Raise Kids Who Will Heal Our Country

LVL	BLDG	ROOM	WORKSHOP TITLE
INTERM	NM	L214	Autopsy of White Supremacy
INTERM	NM	L211	How "Lost Cause" Mentality Keeps Us from Being Equal
INTERM	NM	L213	Racial Equity Backlash: The Past Informs the Present
INTERM	FH	L117	The Desegregation of American Health Care – How the Federal Mandate Succeeded
INTERM	NM	L210	Trauma and Resilience in Black and White Bodies

LVL	BLDG	ROOM	WORKSHOP TITLE
ADVNC	FH	L119	East Phillips Urban Farm: From Dream to Reality

THANK YOU TO OUR SPONSORS

\$5,000 and above:



\$1,000 - \$5,000:



\$500 - \$1,000:



THANK YOU TO OUR SPONSORS

\$5,000 and above:



\$1,000 - \$5,000:



\$500 - \$1,000:



HISTORY OF FREC

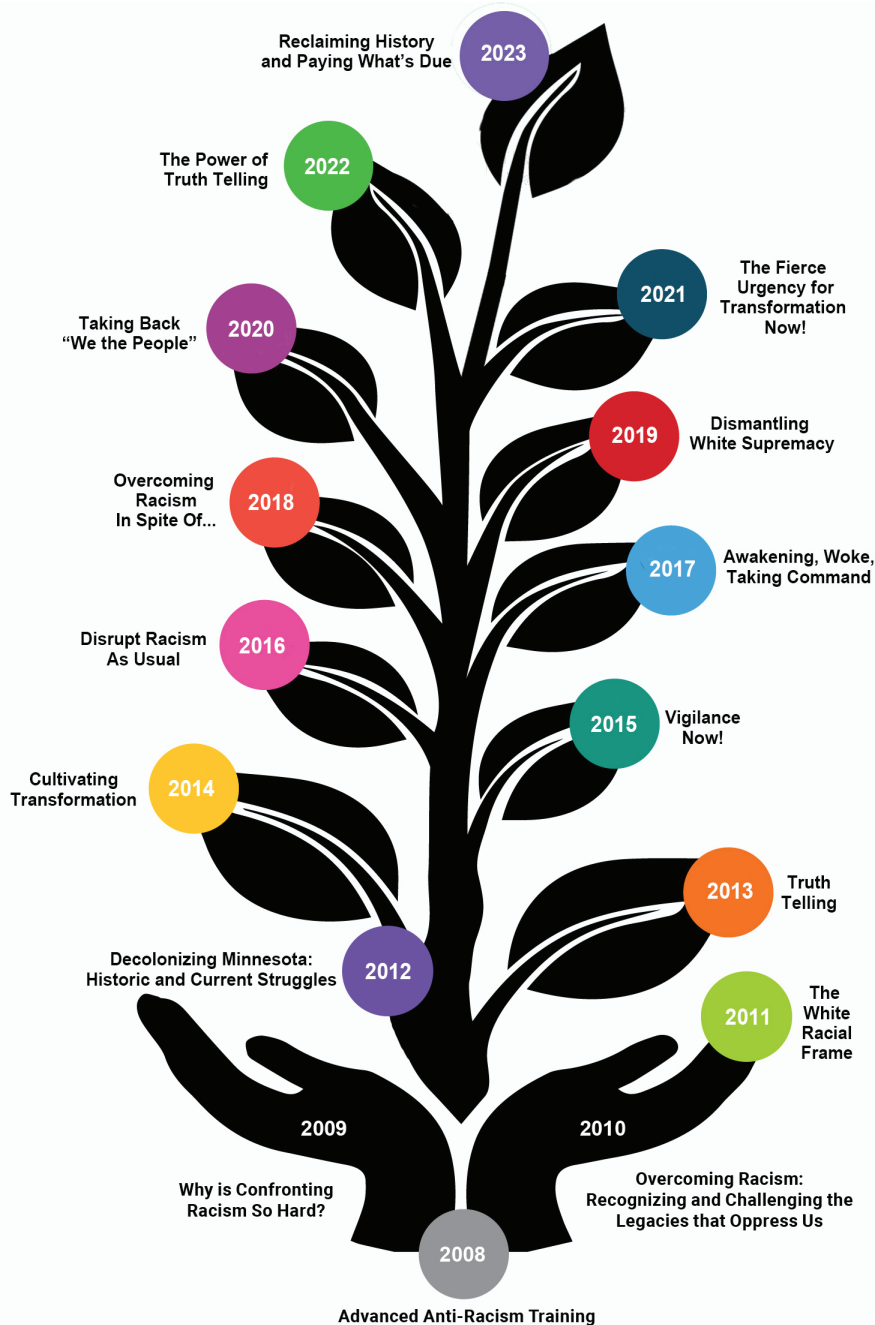
FREC's story begins with a 2008 gathering hosted by ASDIC Metamorphosis and the Cherokee Park United Church Anti-racist Team. Organizers created a two-day event to provide advanced training for anti-racism facilitators.

In 2009, the organizing group expanded and created 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.

As the event grew, so did our target audience. We have expanded beyond a training opportunity for facilitators, educators, and activists. Our intended audience now includes all individuals, organizations and communities engaged in anti-racism work.

In addition to the annual **Overcoming Racism Conference**, FREC's ongoing programs now include the annual **Racial Equity Leadership Institute**, a six-week facilitated dialogue learning series targeting educators of all kinds; the **Greater Minnesota Collaboration** initiative that supports local racial justice activities in Greater Minnesota communities; and the monthly virtual **Shared Learning Community Circle** co-sponsored by the East Side Freedom Library.

FREC continues to be a dedicated collective of organizations and individuals committed to overcoming racism in Minnesota. Please consider joining our work and help us continue to grow and dismantle racism and white supremacy in ourselves, our organizations and our communities.





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GUIDELINES FOR DIALOGUE

1. We recognize that we are entering into cross-cultural dialogue and that such dialogue demands something from all of us. Some of us, for example, may be accepting a responsibility to verbalize our thoughts more often than is our norm, while others of us may be accepting a responsibility to engage in more listening and reflection than is our norm.
2. Each of us accepts a responsibility to ensure that everyone's perspective is welcomed and carefully considered within our group. We are mindful of which voices are being centered.
3. We will be alert to the ways that white supremacy culture affects us all.
4. We expect discomfort and recognize our bodies provide important cues to our feelings. It's okay to give ourselves a pause if needed.
5. We understand disagreement is an inevitable part of addressing racism and commit to facing conflict with openness toward the views of others.
6. We will hold each other accountable to ask questions to understand and learn from one another in times of both comfort and conflict.
7. We give ourselves permission to be vulnerable, to have our mistakes acknowledged, and to learn from experience.
8. We will respect confidentiality by taking away the lesson and leaving the story.
9. We will hold one another accountable for these guidelines and for the commitments we make to each other. We will support one another as we continue growing in our understanding and relationships.

NOTES

GET ENGAGED WITH FREC

There are several ways to get involved with FREC by volunteering, providing financial support, and by spreading the word about our programs to friends and colleagues. Here is what's coming up next:



QUARTERLY FREC ORIENTATION & INFORMATION SESSIONS

NEXT SESSION: TUESDAY, NOVEMBER 28TH, 7-8PM (CST)

Volunteer opportunities include participating in the Overcoming Racism Conference planning, being a Conference volunteer, or helping with the Leadership Institute or other FREC programs. The best way to get started is by attending one of our Orientation & Information Sessions and meeting others who are involved. We invite anyone to join who is committed to working against systemic racism, white privilege/supremacy, and colonialism.

Meeting online via Zoom. Find the link at overcomingracism.org/get-involved



THE RACIAL EQUITY LEADERSHIP INSTITUTE

DRIVING RACIAL EQUITY IN EDUCATION 2024 LEARNING SERIES

SIX ONLINE LEARNING SESSIONS, TWO HOURS EACH (JANUARY - MAY 2024)

Join us for facilitator-led discussions and curriculum developed and inspired by the Smithsonian African American Museum of History and Culture program materials Talking About Race as well as the Minnesota Historical Society.

Register today at overcomingracism.org/reli-2024



SHARED LEARNING COMMUNITY CIRCLE

SPONSORED BY FREC AND THE EAST SIDE FREEDOM LIBRARY

Free monthly speaker and discussion series, every third Tuesday 4:30-6pm on Zoom

UPCOMING TOPICS:

November 14: *Accountability for White People Working for Racial Justice*

Betsy Raasch-Gilman is active in Showing Up for Racial Justice (Twin Cities chapter)

December 12: *Christian Churches and Reparations for American Indian People*

Rev. Jim Bear Jacobs, Director of Community Engagement and Racial Justice for the Minnesota Council of Churches

Find the link at overcomingracism.org/community-learning



SAVE THE DATE!

Join us for the **2024 Overcoming Racism conference**
November 8-9, 2024 at Metropolitan State University in St. Paul