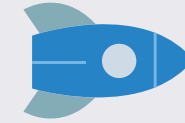


# Phase 1 – Large Group Workshops



A journey towards an equitable mindset in three parts.



## #1 - The Unknown

Utilize growth mindset and critical thinking skills to successfully navigate learning about anti-racism and methods for living into anti-racist principles in multiracial work environments. Understand the prerequisite terms, definitions, and systems that describe and comprise the European North American Colonial Project and prerequisite terms, definitions, and systems necessary to describe and comprise key methods for deconstructing racism and systemic racism within institutions rooted in the European North American Colonial Project.



## #2 – The Story

Understand how the stories we tell (and fail to tell) about our participation in the North American Colonial Project either reinforce exceptionalism and systemic racism as the primary incentive system for maintaining the Project or transform the Project into a sustainable culture by prioritizing interdependence.



## #3 – The Demands of Love

Learn how the norms and solutions which prioritize interdependence and serve as the core organizing principles of efforts for institutional improvement have been consistently produced and sustained within the very communities which have been most directly harmed by racism. Participants will also identify areas for growth and improvement via racial equity within their organizations. Identify leaders from within the organization with the core competencies necessary to make improvements within these growth areas.