

Exploring Racism Groups

Topic Sequence

Session 1:

- Participant and facilitator introductions
- Personal introductions and reasons for joining this group
- Basic norm/guidelines for the most benefit
- A sampling of the process: recognizing differences/biases within the group

Session 2: Bias/Prejudice/Self-deception:

- Understanding our unconscious perceptions and beliefs
- Identifying personal examples
- How this relates to race/racism

Sessions 3 & 4: Understanding Black Experiences of Life (2 sessions):

- Hearing, reading, seeing stories
- Hearing, reading, seeing facts
- Recognizing mis-information and bias or stereotypes

Sessions 5 & 6: Understanding White Experience of Life (2 sessions):

- Education by osmosis
- The history of race and racism
- Myths and facts
- White discomfort about racial matters

Sessions 7 & 8: White Privilege (2 sessions):

- Definitions and understanding
- How privilege operates; how we deny it yet defend it.
- Exploring personal examples – hearing, seeing, reading stories

Sessions 9 & 10: Recognizing Forms of Racism (2 sessions):

- Personal/Interpersonal
- Structural
- Institutional

Sessions 11 & 12: Anti-racism Engagement:

- Examples
- Identifying action steps in your own spheres of influence
- Presentation of plans; feedback, suggestions
- Future meetings?