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| **Becoming an Anti-Racist Nonprofit Organization**  ***In-Person Event: Wednesday, September 27 8 a.m. to 2 p.m.***  ***On Campus, St. John Fisher University***  Organizational work, whether in a non-profit or for-profit setting, contributes to or detracts from the pursuit of equity — a la the 1960s expression that “you’re either a part of the problem or a part of the solution. Ibram Kendi, a leading antiracist theorist, agrees that there is no middle ground. This workshop targeted to nonprofit organizational leaders will cover: creating an antiracist organization; understanding how to promote an antiracist agenda; retrofitting an organization’s board, staff, policies, and practices, and developing a framework for action.  Nonprofit senior leadership staff and board members will engage in an interactive presentation on the local history of racist policy and resistance in Rochester. Participants will be invited to consider what has prevented our community from being welcoming and affirming, how people have worked to build a more inclusive community, and invites them to consider how this history informs the equity work in their organizations and the ways they can dismantle systemic racism. This presentation examines how federal and local policies like redlining, racially restrictive covenants, and urban renewal segregated Rochester, built wealth for its white citizens and disenfranchised people of color. It explores how local civil rights leaders like Howard Coles, Alice Young and many others fought back. Finally, it will connect these past policies to the disparity and inequality we see in Rochester today and direct participants to learn from and apply the activism of Rochester’s past to its present. After setting the context with foundational framework, the session will look at strategies to move towards the implementation phase of becoming an anti-racist organization.  *Breakfast and lunch will be provided.*  **Cost**: $50/participant  **Registration:** Pre-registration is required and space is limited. To register, please do so [**via this link**](https://urldefense.com/v3/__https:/r20.rs6.net/tn.jsp?f=001de2lr9EJKcW4mmc5jeA5cp4_oSZ1aa0QDhUtvJ1VU-asMAwhitxurWhSwBN7gVn5ce5r1HPIW0thEh2LmS3XFwyu--FAUw2-g9SWWFe3qWFz-4WFLLYske-3ZjbyjQfQaiyvqvPig2jgAi2-8m7CPphTKOa9zoyU&c=&ch=__;!!CGUSO5OYRnA7CQ!bbBJhHHmmxNsiueO3evIFVdGv2srpbu3_ISJUy0wR7wxo9nas8bw4MVVAIDdz7h_2zrelObnsiRxXOb2FmINLk0y5WqHIeQ$), or contact Melanie Phillips at [**mphillips@sjf.edu**](mailto:mphillips@sjf.edu) or 585-899-3769 by September 21. *Parking and campus location will be sent to participants after registration. Please allow emails from the "*[*sjf.edu*](http://sjf.edu/)*" and "*[*sjfc.edu*](http://sjfc.edu/)*" domains to make sure our information reaches you.* |