Phase 1: Establish relationship between participants and the trainers and set up a spirit of engagement for the group (1-1/2 to 2 hours, depending on size of group)

- History and Values of The People’s Institute
- Contract (see attached)
- Introductions (Who are you? What do you do? Why do you do what you do? Why do you think it’s important to deal with racism?)

Phase 2: Push participants to recognize their socialization regarding issues of class, race, wealth and poverty (1-2 hours)

- “Box” Exercise: Individual exercise followed by large group discussion that examines the extent of our collective socialization
- “Why are People Poor” exercise: Group exercise that demonstrates the relationship between wealth, class, race and poverty and challenges participants to begin examining their own biases about these relationships

Phase 3: Guide participants in creating a visual that will serve as the anchor for discussing institutional and individual relationships with struggling communities, and intra-community dynamics (3 - 4 hours)

- Power Analysis: Exercise in which participants construct a visual that represents the communities they serve and the institutions that interact with those communities. After the visual is created, it sets the context for discussion that will allow session members to:
  - Examine the historical and present relationship of institutions with the community
  - Explore one’s individual relationship with the community
  - Increase awareness of the resultant intra-community dynamics
- Exploration of gatekeeping, accountability, and dynamics of Internalized Racial Oppression

Phase 4: Move group members from a more class-focused conversation to one about race. Define race and racism, and examine racism’s manifestations in systems and institutions and the resultant impact on struggling communities (4 – 6 hours)

The People’s Institute for Survival and Beyond outline of “Undoing Racism™/Community Organizing workshop. Reprint only with permission. Do not use in workshops.
• Race Construct: Analysis of history and manifestations of racism; questions include:
  o What is race?
  o What is racism?
  o How is racism manifested in our institutions linguistically, culturally, individually?

• This portion of the session gives participants a shared vocabulary and definition from which to work and move forward in their investigation of race and its manifestations in their communities and institutions.

**Phase 5: Guide group in identifying institutional imposition of its values and culture on the community it serves; begin strategic planning for institutional and individual transformation (4 - 6 hours)**

• Facilitate exercise to identify the effects of imposition of institutional culture on struggling communities (Internalized Racial Oppression)
• Examine institutional anti-racist principles of community engagement
• Develop strategies for
  o Community capacity-building
  o Institutional and institutional change

NOTE: This workshop outline is not given out to workshop participants. The process of discovery works best when we move from one phase to the next with participants, so they focus on what is happening and are not “reading ahead.”