

# **Building An Inclusive Community Outline for Expanded Course (Two to Two-and-one-half Days)**

**NCCJ, St.Louis Region**

**Contact: Martin J. Rafanan, Executive Director**

**721 Olive Street 915, St. Louis, Missouri 63101**

**314-241-5103, 314-241-4356 (fax)**

**[stlouis@nccj.org](mailto:stlouis@nccj.org) (email)**

**[www.nccj.org](http://www.nccj.org)**

**Current: August 2003**

**The National Conference for Community and Justice  
St. Louis Region**

**With gratitude to Eric Von Shrader and  
The United Way Management Assistance Program  
For their assistance in program design and application**

## **Objectives**

The expanded Building An Inclusive Community model is designed to:

1. Appeal to people who are unable to devote the time to attend Dismantling Racism Institute (DRI – 6 day residential training program), but who want more in-depth learning than the 1-day Building An Inclusive Community (BIC) offers.
2. Meet the needs of some special audiences, for example corporations, education, faith communities.
3. Increase the emphasis on developing the participants' listening and dialogue skills.
4. Expand the focus beyond racism to address all forms of discrimination and oppression. Reflect the changing demographics of the St. Louis community and the United States as a whole.
5. Explore the language used in NCCJ workshops to better position the concepts taught. Participants and facilitators examine words like “oppression” and “victim” to further define these terms and develop a deeper understanding of them.

The following outline for a 2 to 2 ½ day workshop attempts to address these objectives. The optional final half day would be included if the workshop is focused to a particular group (i.e. educators) or community. The workshop would only need to run two days for a general interest group of participants

The proposed agenda has a different focus for each day:

- Day 1: Personal experiences & attitudes, learning dialogue skills
- Day 2: Dynamics of Oppression, institutional issues
- Day 3: Focus on a particular type of institution, with action planning

## DAY 1, Morning

8:30 AM	<p>Welcome by Executive Director          Ups &amp; Downs Exercise          Logistics          Participants divide into classroom groups (12-18 people each)</p>
9:15	<p>Introduction of Facilitators          Workshop Objectives          Agenda          ROPES          Participant Introductions          Check in: Participant expectations. Why are you here?          What are you expecting from the workshop?</p>
9:45	<p>Cycle of Oppression and Definitions: Prejudice, Bigotry, and Discrimination          Lecture          Discussion</p>
10:30	BREAK
10:45	<p>Things I Heard Growing Up Exercise          Facilitators explain          Participants work in small groups (3-4 people each)              Write down what they heard              Discuss in small groups          Facilitators debrief entire class              Two areas of focus for the debrief:                  On the content of childhood messages                  On the feelings about discussing these with                  people from different backgrounds</p>
12:00	LUNCH

### DAY 1, Afternoon

1:15 PM	The RACE Exercise Conduct the exercise Debrief on the issues and the emotions raised by the exercise
2:15	Fabric of Oppression Lecture Discussion Focus participants on social groups and their status in US society Introduce concept of privilege Discuss changing social dynamics: new groups arising from immigration, increased awareness of some groups (i.e. disabled), evolution of attitudes (real or imagined?)
3:15	BREAK
3:30	Challenge of Dialogue & Communications Discussion Role-plays Small group exercises How to have honest, constructive dialogue between people from privileged and target groups Emotional triggers Language sensitivities Cultural awareness Listening skills
4:30	Day 1 Evaluation Participants complete evaluations
4:45	Close

### DAY 1, Evening

5:30	Informal Social hour
6:15 PM	Group Dinner
7:00	After-dinner Speaker or Panel Discussion Guest Speaker or Panel of DR graduates Topics to be decided

## DAY 2, Morning

8:30 AM	Welcome by Executive Director Recap of Day 1 Summarize written comments from end of Day 1 Invite additional comments Introduce focus of Day 2 Participants divide into classroom groups
9:00	Dynamics of Oppression 1: White Privilege/Male Privilege Lecture Discussion
10:00	BREAK
10:15	Dynamics of Oppression 2: Internalized Racism/Internalized Sexism Lecture Discussion
11:15	Personal Experiences with the Dynamics of Oppression Small group (3 or 4 people) discussions related to Privilege and Internalize "Isms"
12:00	LUNCH

### **DAY 2, Afternoon**

1:15 PM	Institutionalized Racism (and other “isms”) Lecture Discussion How institutions in the society support privilege
2:15	Assessing Institutions Lecture Small Group Activity Introduction of a method for evaluating an institution’s practices and culture
3:00	BREAK
3:15	Breaking the Cycle Action Steps Introduction of the Change Agent Concept Commitment Exercise
4:30	Day 2 Evaluation Participants complete evaluations
4:45	CLOSE

### **DAY 2, Evening**

5:30	Informal Social hour
6:15 PM	Group Dinner
7:00	Closing Remarks (if no Day 3 session) NCCJ Executive Director Facilitators Participants  Informal discussion (if a Day 3 session is included)

### DAY 3, Morning

8:30 AM	Welcome by Executive Director Recap of Day 2 Summarize written comments from end of Day 2 Invite additional comments Introduce focus of Day 3 Participants divide into classroom groups
9:15	Analysis of the Focus Institution (i.e. corporation, education, faith community) Lecture Discussion Key issues regarding inclusiveness for this institution
9:45	Change Agents in the Institutional Environment Lecture Discussion Challenges for change agents working within this institution
10:30	BREAK
10:45	Action Planning Participants work on planning actions they can take within their institutions Apply assessment method Develop action plans Group debrief and discussion of plans
11:45	Final Evaluation & Workshop Close
12:00	LUNCH