



Envision 2020:

Track 2

Interrupting Racism: Deepening the Capacity of White People to Partner and Create Racially Just Organizations

In this track, designed specifically for white leaders, managers, and allies/change agents, participants can deepen their capacity to:

- **Create more racially just organizations, products, and services.**
- **Partner with and support the leadership of people of color and other white allies/change agents.**
- **Identify racist attitudes and implicit biases.**
- **Do their necessary self-work to recognize and disrupt Internalized Dominance.**
- **Effectively interrupt racist dynamics and practices.**
- **Analyze and revise policies, practices, programs, and services to create greater racial equity.**



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Resources:

1. **Recognizing and Interrupting Racism in Your Organization Webinar**

In this 60-minute webinar recording, participants will increase their capacity to:

- Identify racist dynamics in daily activities.
- Recognize the impact of racist dynamics on individual and organizational goals.
- Choose courage and speak up to interrupt racist dynamics.
- Use proven tools to create greater racial justice.
- Use proven tools to interrupt and shift negative dynamics in the moment.

2. **Interrupting Racism Webinar: Our Role and Responsibility as White Allies**

In this 60-minute webinar participants can deepen their capacity to:

- Recognize common racist dynamics in meeting and daily activities.
- Identify the negative impact of racist dynamics on colleagues of color.
- Interrupt racist dynamics effectively.
- Use proven tools to create greater racial justice.



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Resources:

3. **Virtual Institute on Interrupting Racism: “Interrupting & Dismantling Racism: Our Role and Responsibility as White Allies to Create Racial Justice”**

This 3-hour workshop can be used for virtual or in-person training sessions. Kathy Obear facilitates participants through small group discussions and reflective activities to learn and practice skills to:

- Identify racist dynamics in daily activities.
- Recognize the impact of racist dynamics on individual and organizational goals.
- Choose courage and speak up to interrupt racist dynamics. Creating Inclusive High Performing Teams.
- Use proven tools to create greater racial justice.

This Virtual Institute can also function as a train-the-trainer seminar for organizational trainers and facilitators as well as conveners of White Accountability Groups to deepen their capacity to lead similar workshops and learning activities.

4. **Racial Affinity Spaces**

In this 40-minute video, Kathy Obear shares her thoughts on designing and facilitating racial affinity/accountability spaces.



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5. Navigating Difficult Situations, Part 1 & 2

In this 2-part webinar series, participants can develop the capacity to:

- Identify strategies to de-escalate difficult situations in the early stages.
- Engage effectively when others feel triggered.
- De-escalate their triggered reactions so they intentionally choose ways to respond, not automatically react out of their triggered emotions.

6. In It For The Long Haul: Overcoming Burnout and Passion Fatigue as Change Agents

In this 75-minute upbeat, engaging, and inspiring webinar, participants can:

- Recognize the depth and breadth of their need for greater self-care and healing.
- Understand the critical need to focus on self-care and community care in order to be of service as leaders and change agents.
- Explore proven approaches and tools for self-care and community care.
- Commit to a personal plan of action.



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7. Radio Shows focused on the following topics with additional guests as listed:

“Design & Facilitate White Accountability Spaces in Organizations: Develop Effective White Accomplices and Change Agents, Part 1”:

Kathy shares her latest strategies for developing and facilitating Whiteness Accountability Spaces in your organization designed to deepen the capacity of white allies and change agents to partner with people of color and other whites to interrupt racist dynamics and practices as they create more racially just organizations, products and services.

“Develop Effective White Accomplices & Change Agents, Part 2”:

Kathy shares even more strategies for developing and facilitating White Accountability Spaces in your organization designed to deepen the capacity of white allies and change agents to partner with people of color and other whites to interrupt racist dynamics and practices and create more racially just organizations, products and services.

“A Conversation with Dr. Tanya Williams ~ Stop Burning Out! Reclaim Your Energy and Passion to Create Meaningful Change!”:

Join Kathy and Dr. Tanya Williams, Authentic Seeds Coaching & Consulting and Faculty with the Social Justice Training Institute, as they explore practical strategies and tips to create meaningful self-care and community care in your life.

“Recognizing and Owning Our Privilege: Why is it so hard for so many? A Conversation with Dr. Alejandro Covarrubias!”:

Kathy and Dr. Covarrubias, Faculty with the Social Justice Training Institute and Assistant Professor for Higher Education and Student Affairs in the Department of Leadership Studies at the University of San Francisco, discuss ways to engage others to explore and own their privileged identities.



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Resources:

“But I’m NOT Racist: Creating Impactful White Affinity / Accountability Spaces, A Conversation with Dr. Shelly Tochluk”:

In this conversation, Kathy and Dr. Tochluk, a professor at Mount Saint Mary’s University and a member of AWARE-LA, explore practical strategies and tips to create powerful white affinity/accountability spaces in your organization and community designed to deepen the capacity of whites to partner with people of color to dismantle racism and create greater racial justice.

“Healing our Marginalized Identities and Working Toward Liberation, Part 1 with guest Dr. Tanya Williams”:

In an engaging, challenging conversation, Kathy and Dr. Williams, Authentic Seeds Coaching & Consulting and Faculty with the Social Justice Training Institute, explore ways to support our collective healing from the pernicious internalized subordination that members of marginalized groups continue to suffer from, so often unknowingly.

“Healing Marginalized Identities Working Toward Liberation, Part 2: Facilitating Affinity Spaces with guest Dr. Tanya Williams”:

In the second part of this illuminating conversation, Kathy and Dr. Williams, Authentic Seeds Coaching & Consulting and Faculty with the Social Justice Training Institute, explore strategies and approaches to design & facilitate healing & empowering affinity spaces for members of marginalized groups.

8. Written Resources for Track 2: 85-page worksheet packet -

“Interrupting Racism: Deepening the Capacity of Whites to Partner to Create Racially Just Organizations.”

9. All books authored by Dr. Kathy Obear with related worksheets.

