

# Faculty Development Series on Antiracism

## Mandala Center For Change

### MANDALA CENTER FOR CHANGE WORKSHOPS



Marc Weinblatt  
Co-Director,  
Founder

We encourage you to participate in these three exciting development workshops, each is described below.

If you are interested in participating click on the link at the bottom of the poster and you will find dates and times.



Dr. Lalenja  
Harrington

The Mandala Center for Change provides workshops and development opportunities on anti-oppression so that organizations can better serve their communities and create a healthier and more inclusive environment in the workplace. Their approach is highly participatory and includes work on internal, interpersonal, institutional and systemic oppression. They apply a trauma informed framework and rely on a popular education model of learning which engages the wisdom of participants and shared learning guided by strong facilitation. They always bring an intersectional consciousness and consider race as it intersects with gender, class, religion, ability, etc.

#### **1. Race-Based Affinity Groups**

**( Remotely, 8 hours over two consecutive days, must attend both days)**

Given the current climate around race in the US, the Center recommends starting with separate racial caucuses; one for White identifying individuals and another for individuals who identify as racially marginalized. They recognize that multi-heritage and bi-racial people will self-assess which caucus will best meet their needs. Doing deep work on race in mixed groups is challenging. What White individuals often need to work on is different than individuals who are racially marginalized. Thus, this work is most authentically and healthily done in separate spaces. Racially marginalized individuals face racism daily and most know how to talk about it and therefore usually don't need basic "Anti-Racism 101" education while most White people do need fundamental concepts and practice to normalize talking about it. Overall, these groups are intended to provide a healthy container to share stories as well as for self-reflection, action practice, increased awareness, and application of tools for a more equitable, healthy, and joyous workplace for all.

#### **2. Anti-Oppression Leadership Development (In-Person, Racially Mixed Group, 1 day for 8 hours)**

**(\* Prerequisite: 8 hours of Race-Based Affinity Group work training)**

For faculty interested in long-term anti-oppression leadership at Colorado College, this highly participatory professional development session builds on antiracism practice including intersectionality of oppressions. Using both didactic as well as embodied methods, content will be driven, in part, by the needs of the group. It may include but is not limited to:

- Power analysis of social group membership (intersectionality) with interactive exercises and applications.
- Discussion of strategies for navigating the complexities of race within the US context.
- Story sharing to encourage self-reflection and build solidarity.
- Action practice to explore strategies for a more just and equitable workplace for all.
- Self-care practices and frameworks to support social-emotional health and wellbeing.

#### **3. Extended Ant-Oppression Leadership Development (In-Person, Racially Mixed Group, 1 day for 8 hours)**

**(\* Prerequisites: 8 hours of Race-based Affinity Group Work & 8 hours of Anti-Oppression Leadership Development)**

This session is for faculty who want to extend their professional development work in anti-oppression leadership. The content builds on the anti-oppression leadership development session described above.