

Group Action Planning

Witnessing Whiteness Chapter 9

Workshop 9.2

Dear Facilitator(s),

This workshop series was carefully crafted, reviewed (by a multiracial team), and revised with several important issues in mind.

The series is intended to...

1. **Offer an 11 part, sequential process that corresponds to the reading of the book, Witnessing Whiteness, 2nd Edition.** Understandably, facilitators, for various reasons, might decide to use one or more of the workshops as stand alone events without sufficient time for participants to a) read the corresponding book chapters or b) move through the entire series. Yet, please understand that **moving through these workshops without having read the corresponding book chapter will markedly reduce its effectiveness. It will make moving through the workshop more challenging and is NOT recommended.** Understandings gained from one workshop are also important for subsequent workshops.
2. **Respond to particular group needs.** Recognizing that some groups may not be able to implement each workshop for the entire time suggested, some approved modifications can be found at the end of each workshop agenda. Only modify these workshops when absolutely required.
3. **Create a welcoming, inviting space where participants feel free to speak the truth of their experience without fear of shaming or reprisal.** It is essential for facilitators to understand that even when participants hold views that are counter to the themes in the book/series, a hallmark of both the book and the series is that people should be gently led into a new way of seeing.
4. **Follow logical threads of understanding related to each theme.** The language provided in the “scripts” that both precede and follow each section of the workshops are very important. Deviating from the essential themes and tone in those statements may create confusion and undercut the building nature of each individual workshop.
5. **Enhance leadership capacity within the community.** Detailed facilitator notes are provided for each activity so that one or more members of the group can practice their facilitation while leading this workshop series. A few notes of caution: a) the same facilitation team should run the entire series, b) the team should read the entire book in advance of leading any of the workshops, and c) sufficient debrief opportunities should be created to discuss how each workshop went so that facilitators’ skills can be developed.
6. **Provide community building opportunities for either racially caucused white groups OR multiracial groups.** Although still focused on whiteness in general, the series seeks to frame activities and questions in ways that allow people of color to benefit from the experience.

Best wishes,
Shelly Tochluk

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Goal:

- Consider group formation, goals, and next steps

Materials:

- Butcher paper
- Markers
- Pens
- Moving Forward in Community (Handout 9.2.1)

Book Anchor Quote:

If we construct witnessing groups to keep us accountable to each other as regards the development of our antiracist practice, the potential for growth and expansion increases. Our self-identity becomes involved and we experience increased motivation and dedication...The beauty here is that there is no reason to feel alone and powerless. We have concrete steps to take that can connect us with a movement of people. We can capitalize on the massive wave of change already underway, albeit seemingly hidden from view.

SESSION 11 - Group Action Plans

1 hr 30 min

Section I

(15 min)

OPENING

Materials: Goals for day written out and communication guidelines posted ([download with discussion guide](#)) butcher paper and markers

Purpose of piece:

To discuss communication guidelines and review the goals for the workshop

Instructions: *Facilitators introduce themselves, ask participants to say their name and one reason why they feel that being part of a continuing group to work on anti-racism is important.*

- *Ask participants to read the discussion guidelines posted on the wall.*
- *Ask participants what questions they have.*
 - *Invite participants to add any additional discussion guidelines they think would be helpful. Write them on the piece of butcher paper. Use this modified list for all future workshops.*
 - *Ask participants to silently reread the guidelines and choose one of the guidelines that they want to work on today as they move through the workshop. (Participants may be asked to share their choice with a partner, or this can be a silent, internal process.)*

Section II

(20 min)

Group Goals and Planning

Materials: Group Planning Notes (Handout 9.2.1) and pens

Purpose of piece:

To offer participants an opportunity to brainstorm individually regarding goals and structure for a continuing group.

Say to Group: *Today we are going to concentrate on figuring out how we wish to move forward as a group. We will start by us each taking about 10 minutes to use a Moving Forward in Community handout to generate some initial ideas. Then, we'll have about 10 minutes to share our ideas with a partner.*

Distribute handout and ask people to answer questions silently until the majority of participants are finished.

Ask participants to get into pairs (self-selected) to discuss their ideas.

Section III*(50 min)***Group Goals and Planning**

Materials: Butcher paper, markers

Purpose of piece:

To consider group formation, goals, and next steps

Instructions: The essential discussion of the day is what we can see ourselves doing as a group and how we'd like to move forward.

Large Group Discussion: (30 minutes) (Use butcher paper to take notes)

1. How do we want to structure the group?
 - a. What would be the objective(s)?
 - b. How often would the group meet?
 - c. Who would be present/invited?
 - i. Is this a multiracial space or a racially caucused space?
 - ii. Is it a space that is open to new persons, or do members need to go through a defined process before joining?
 - d. What are the supports and processes that we might need to create a strong, vibrant, worthwhile process?
 - i. How will we know if we are meeting the group's objectives AND individual's needs?

Next Steps: Continued Large Group Discussion: (20 minutes) (Use butcher paper to take notes)

1. Who will act as the coordinator? What does leadership look like?
 - a. Will facilitation roles be shared or rotated? Or, will there be a primary team that does agenda planning?
2. What are the dates we can commit to in order to start the process?
3. What other concerns do we have regarding creating a sustained group to work on building our anti-racist practice?

Wrap Up: Offer a summary of what decisions the group came to through the discussion.

Section IV*(5 min)***Closing**

Materials: None

Purpose of piece:

To acknowledge what was accomplished and allow people to check out of the space

Instructions: Ask participants to say one word describing how they feel as they leave the workshop. Thank them for their participation and restate what comes next in your newly designed program plan.

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