

# World Trust Workshops

## Table of Contents

Every World Trust workshop and keynote speech is customized to address the specific issues, needs and aspirations of every organization we work with. All of them share a common approach and a common goal.

World Trust workshops and keynotes serve as a compassionate bridge between people of color and white people interested in building a more equitable and inclusive way of being together. Our goal is to help your organization build the capacity to challenge both the internal and external systems that reinforce racial inequity.

Our approach is designing programs that leverage the power of film and dialogue to educate minds and open hearts. They are designed to tap into the deep human connection we all share to catalyze critical thinking, self-inquiry, transformative learning, healing, and change.

Workshops range from 2 ½ hours to multiple days. We all know that one workshop or one keynote address will not suffice to “fix” the problematic racial dynamics that your organization may be facing. World Trust workshops provide you with language, frames, and tools so that you can continue constructive and productive conversations and next steps.

ADDRESSING UNCONSCIOUS BIAS IN YOUR ORGANIZATION/INSTITUTION.....	1
RADICAL IMAGINATION: CREATING A FUTURE (AND PRESENT) OF EQUITY.....	1
USING RESTORATIVE PRACTICES TO CHANGE ORGANIZATIONAL CULTURE AND STRENGTHEN YOUR ORGANIZATION .....	2
CRACKING THE CODES: THE SYSTEM OF RACIAL INEQUITY FILM AND DIALOGUE EVENT.....	3
CLASSROOM TEACHING STRATEGIES FOR INCLUSIVE PEDAGOGY: A FACULTY DEVELOPMENT WORKSHOP .....	3
USING AN EQUITY AND EMPOWERMENT LENS: A CREATIVE WAY TO TRANSFORM YOUR ORGANIZATION.....	4
HOW TO KEEP MOMENTUM FOR CHANGE GOING .....	4-5
A BOLD DREAM: CREATING A WORLD THAT WORKS FOR EVERYONE.....	5
ADAPTING TO CHANGE: PROACTIVE EMBEDDING OF DIVERSITY STRATEGIES IN THE TRUMP ERA.....	5-6

BUILDING RACIAL EQUITY TRANSFORMING WHITE CULTURE : A 21ST CENTURY LEADERSHIP CAPACITY .....	6
INTERCULTURAL LEADERSHIP DEVELOPMENT.....	6
INTRODUCTION TO STRATEGIC QUESTIONING: A STRATEGY FOR LEARNING AND CHANGE.....	6
IDENTITY AND EQUITY: ENGAGEMENT THE COMPLEXITY TO ADDRESS THE CHALLENGES OF THE 21ST CENTURY INTERCULTURAL LEADERSHIP .....	7

## Addressing Unconscious Bias in Your Organization/Institution

We begin by acknowledging that all of us are biased. Apart from the impact of history, cultural, institutional and structural racism, we are bombarded with media images that—in spite of our best intentions—lodge in our brains and impact us in ways that we are not aware of. We will provide participants with the means to examine their own biases through transformative practices that often create disorienting dilemmas—an opportunity to learn that the world does not function the way we think. Abrupt changes in one’s own way of thinking can open the mind and body to new discoveries. It can interrupt the misinformation we all carry within our respective and collective worldviews. But in the space left by the sudden shift, our points of view have the potential for expansion. We will help participants uncover and tell stories about their biases and create new stories that push them to expand their boundaries. We will also examine how unconscious bias is embedded in and acted out in the workplace, and provide tools for powerful and positive change.

## Radical Imagination: Creating a Future (and Present) of Equity

If you are ready to start dreaming the organization/institution that you want to be, this workshop is for you. At its most superficial, the radical imagination is the ability to imagine the world, life, and social institutions not as they are but as they might otherwise be. It is the courage and the intelligence to recognize that the world can and should be changed. The radical imagination is not just about dreaming of different futures. It’s about bringing those possibilities back from the future to work on the present, to inspire action and new forms of solidarity today. The radical imagination also represents our capacity to imagine and make common cause with the experiences of other people. It undergirds our ability to build solidarity across boundaries and borders, real or imagined. We approach the radical imagination as a collective process, something that groups do and do together through shared experiences, languages, stories, ideas, art, and

theory. Collaborating with those around us, we create multiple, overlapping, contradictory, and coexistent imaginary landscapes, horizons of common possibility and shared understanding. We consider what we need in order to get there, and we develop strategies—immediate and long-term—to get there.

## **USING RESTORATIVE PRACTICES TO CHANGE ORGANIZATIONAL CULTURE AND STRENGTHEN YOUR ORGANIZATION**

This workshop is for any organization—school, company, team, government agency, non-profit—seeking restorative practices/restorative justice as a tool for visioning, listening, building and shaping your organizational culture in ways that build and strengthen values-based decision making, collective teamwork and shared humanity.

Each workshop is tailored to the dynamic needs of your organizational culture. Our offering is designed to truly meet the place(s) your team is growing toward. We use clips from the film *Healing Justice*, and a variety of experiential activities, including guided movement, imagery, creative expression, and self-reflection exercises. The dynamic and interactive techniques employed engage participants deeply and create opportunities for insight and change. Participants work in small groups, dyads and whole group formats.

### **Participants will gain skills for:**

- shaping collective pathways for individual and collective visioning
- listening generously to ourselves and others
- mindful and appreciative inquiry
- effectively holding different perspectives in an equitable way
- shaping and operating from common values

### **And tools and practice for:**

- self-care/trauma-informed care
- honing the quality of attention and intention
- building a functional and thriving team
- building capacity to move toward the greater good
- strategically drawing upon your own sources of power and vitality to sustain your healing justice practices

This workshop requires 4-6 hours

# **CRACKING THE CODES: THE SYSTEM OF RACIAL INEQUITY FILM SCREENING AND DIALOGUE EVENT**

This event is designed as a catalyst for transformative learning about systemic inequity. The powerful combination of film, dialogue, art, theatre, poetry and transformative learning can create pathways for analysis and understanding that can foster equitable change. We build community among audience members, introduce a simple frame for understanding the system of inequity, then braid segments of our acclaimed film *Cracking the Codes: The System of Inequity* with facilitated audience dialogue. This event is both challenging and uplifting, and is suitable for racial equity advocates as well as those who are new to the topic. *Cracking the Codes* asks that we understand and talk about the causes and consequences of systemic inequity.

## **Classroom Teaching Strategies for Inclusive Pedagogy: A Faculty Development Workshop**

Pedagogy is not culturally universal and no learning situation is culturally neutral. When we accept norms as universal, we are likely to see deficit rather than difference in the classroom. Transcultural pedagogy respects diversity; engages the motivation of all learners; creates a safe, inclusive and respectful learning environment; derives teaching practices from principles that cross disciplines and cultures; and promotes justice and equity in society. In this workshop, we will introduce the Developmental Model of Intercultural Sensitivity (DMIS) developed by Milton J. Bennett which uses a six-stage developmental continuum characterizing increased capacity to effectively navigate the complexity of similarities and differences. We will discuss the factors that affect classroom climate and what faculty can do to create a climate, set of expectations or practices to encourage students to engage with these issues and to increase their comfort level in “being uncomfortable.” These strategies that work inside the classroom also apply inside the workplace, the association, the union.

# USING AN EQUITY AND EMPOWERMENT LENS: A CREATIVE WAY TO TRANSFORM YOUR ORGANIZATION

An equity and empowerment lens is a tool designed to help your organization integrate equity into your processes, policies and culture. The intention is to build your capacity to change the structure(s) that undergird the system of your organization.

We draw upon the work of Multnomah County, Oregon, the first government agency to explore what it actually takes to change the outcome of the existing systems. Our approach is an adaptation of the many years of their investigations, modified and tailored to fit your situation and needs.

Every attempt to make change requires a theory of change, so we begin with a review of the Double Loop theory created by the Berkana Institute. We will then take a deep dive into the visions, dreams, and desired outcomes for your organization and develop strategies for how to get there.

## Using an equity and empowerment lens can lead you through stages to:

- Assess your current organizational capacity for equity work
- Normalize conversations around race
- Describe current direction and strategies
- Identify inequities and injustices in the organization, or in a particular project
- Identify resources and allocation processes and decisions
- Reflect upon and understand your strengths and challenges
- Enhance what is leading to equity and empowerment to make room for different outcomes
- Eliminate strategies and root causes leading to inequities and injustices
- Connect conversation to action

This workshop is appropriate for organizations who have already made a commitment to producing equitable change inside the organization. It is valuable for organizations who want to have successful collaborations with other organizations and/or community groups. The length of time required ranges from one to several days, depending on what you have accomplished so far.

## HOW TO KEEP THE MOMENTUM FOR CHANGE GOING

Across the country, college and university administrations are waking up to the fact that their campuses are not all one big happy family, that even apart from blatantly racist incidents, there are deeply rooted problems of inequity. Some universities are responding by establishing a diversity committee; others by

providing a few more dollars to the already existing equity and inclusion departments; some will invite speakers and run symposia; others will investigate “incidents” and make policy recommendations. No administration wants to be the next the University of Missouri or Claremont College. No doubt some good will come of all this, but just as inevitably, the spotlight on racial inequity will fade, and attention and resources will be diverted to other issues. This workshop will explore strategies and practices that can build momentum for change.

### **TOPICS WILL INCLUDE OVERVIEWS OF:**

- revisioning equity through strategic or power analysis
- how to identify and frame issues for the media
- techniques that will make students and faculty more effective organizers
- how to use film to generate authentic dialogue that continues and grows the ‘congregation’

## **A BOLD DREAM: CREATING A WORLD THAT WORKS FOR EVERYONE**

This workshop supports participants to reframe and deepen the national conversation on race. Through multimedia, dialogue, case studies and other participatory methods, the facilitator guides participants to seek new questions that foster collective engagement and build leadership skills that can illuminate pathways towards healing, equity and a more sustainable future. A multicultural future requires that we move towards collective impact that is imbued with understanding, equity and wisdom. To that end, participants will gain a practical framework for understanding and deconstructing systemic racial inequities, creating positive dialogue and building skills that enable dialogue to continue after the workshop.

## **ADAPTING TO CHANGE: PROACTIVE EMBEDDING OF DIVERSITY STRATEGIES IN THE TRUMP ERA**

Like many aspects of our world, the Trump era brings a tremendous amount of uncertainty to the work of Diversity and Inclusion in higher education. Given this reality, it will be critical in the months and years ahead for administrators to prepare for changing circumstances and resources that are likely coming to many institutions. This session will present ideas on potential proactive strategies that can mitigate the many challenges that may emerge in a rapidly changing higher educational landscape. Participants will also brainstorm and exchange ideas to serve as resources for one another based on current realities and potential changes that may emerge in the future.

# **BUILDING RACIAL EQUITY OR TRANSFORMING WHITE CULTURE: A 21ST CENTURY LEADERSHIP CAPACITY**

This workshop is designed to help current and emerging leaders from a variety of sectors better identify, talk about, intervene and address white privilege and its consequences. Groups working on racial equity who add attention to white privilege as part of that work reap important benefits, particularly in terms of opening up new entry points for policy and system change.

## **INTERCULTURAL LEADERSHIP DEVELOPMENT**

Among the array of perspectives on Leadership, most tend to focus on positional and individual achievement. These approaches to leadership typically reinforce the message that individuals should operate according to dominant cultural norms in order to succeed. What happens when we begin to conceive of leadership in a fundamentally different way that accounts for the need for intercultural skills? This workshop will engage participants in cultivating intercultural skills as necessary for effective leadership in the 21st Century. In this process, the goal will be to cultivate leadership that emphasizes community development, inclusion and equity rather than individual achievement.

## **INTRODUCTION TO STRATEGIC QUESTIONING: A STRATEGY FOR LEARNING AND CHANGE**

Strategic questioning is a technique designed to create knowledge that awakens possibilities of change. It is a process that empowers new questions, releases roadblocks to new ideas, facilitates people's own responses to change, and creates answers that may not be immediately know but may emerge. Using case studies of clashes and conflicts within the client institution, we apply a systemic and structural lens to address them in ways that consider multiple perspectives and analyses.

# **IDENTITY AND EQUITY: ENGAGING THE COMPLEXITY TO ADDRESS THE CHALLENGES OF 21ST CENTURY INTERCULTURAL LEADERSHIP**

Navigating the complexity of similarities and differences is no easy task. It involves an understanding of one's own identity in relationships to others. One of the greatest challenges in this involves understanding how inequity impacts our identity and experiences. What are the core skills needed to navigate our complex identities while also addressing the challenges in the inequity that remains in our world today? How do we navigate culture and history while challenging prejudice and stereotypes? This session will engage participants on the core skills that are needed to address these challenges in order to become effective 21st Century Intercultural Leaders.