

Outline for Introduction to UER Daylong Workshop

Opening:

Welcome and what this workshop is about: What is UER and what we do—our role as a support organization to individuals and organizations
Introductions of leaders and how we got involved in UER/RC
Introductions of participants: (if small enough— what brought them here; or could introduce concept of mini session and have folks introduce themselves in pairs— name, one thing that’s important to them about this work/introduce guideline of confidentiality here or before later mini session)

Part one: More info on UER, connection to RC, and basic theory of RC

Healing and taking action are two key components in ending racism/oppression: we offer a way to do the healing work to support our actions

Our theory and process:

- Inherent nature of humans

- How that inherent nature is damaged (include the role of distress recordings)

- Our human healing process: specific reference to forms of discharge

- Societal prohibition of discharge and why RC/UER

- Introduce mini session including confidentiality, taking equal turns, and the power of listening/attention without interruption

Part two: Damage of racism to people of color

- Damage from individual incidents of racism and institutional racism

- Explanation of internalized racism and the damage of racism to relationships between people of color

- Healing from racism and internalized racism: the discharge process and co-counseling

Part three: Damage of racism to white people

- Review of basic nature of humans (especially the concept of all humans being good, caring, and hopeful)

- How white people get “hurt” into role of agent of the oppression: include distress recordings of domination, superiority, and entitlement as well as the equally confusing recordings of timidity, shame, blame, and self-hatred.

- Healing from oppressor conditioning: discharge process and co-counseling

- Demonstration with person of color and white person

- Mini session (reminder of confidentiality, taking uninterrupted turns, and listening): People of color with people of color and white people with white people: How has racism affected your life? (Most likely will need to explain why in separate groups.)

Part four: Ending racism: role of building relationships and alliances

- Theory of relationships in ending racism: Ending all separations

- Demonstration with person of color and white person building closer relationship

- Mini session: Your next step in building a (closer) relationship with person of another race

Part 5: Theory of decide, heal, act: building alliances

White people--The role of being allies: White people working together to end racism and backing/supporting the efforts of people of color

People of color—The role of using allies: People of color staying connected to each other and working with white allies

Mini: Your next step in taking action to end racism

Questions

Closing:

Other agreements: No socializing

Who to contact for more information

Other meetings

A few highlights from workshop

Reference material (flyers and pamphlet could be handed out)

UER Flyers (from website):

UER Flyer

The Work of UER

The Role of White People in Ending Racism

Internalized Racism

How to Begin United to End Racism Counseling

Pamphlets: Good to read to prep for the workshop

Working Together to End Racism by Tim Jackins and others

Understanding and Healing the Effects of Internalized Racism by Barbara Love

Audio/Videotapes/CD's/DVD's:

The Role of White People in Ending Racism—DVD and CD, presentation by Tim at the UN Conference Against Racism, etc. in Durban, South Africa 2001

Challenging the Limits of Internalized Racism—CD, Barbara Love