



Anti-Racist Community Engagement
Digital Companion

<https://compact.org/anti-racist-ce>

Working Against Racism Through Cross-Institutional Communities of Practice

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Agendas: Campus Compact Anti-Racism Community of Practice

Session 1 Agenda

- I. Welcome/Land Acknowledgement/Centering exercise - 5 minutes
- II. Introduction of Facilitators - 8 minutes
- III. Community of Practice Framing - 10 minutes
- IV. Introduction to Padlet - 2 minutes
 - a. Tool for process evaluation (key learnings/plus/delta)
- V. Agreements/Goals/Expectations -15 minutes
- VI. Introduction of Participants
 - a. Who are we and why did we join this community of practice?
 - b. Breakout - 30 minutes – groups made up of participants of all racial and ethnic identities
- VII. Break - 5 minutes
- VIII. Caucus Groups - 30 minutes
 - a. Caucus Groups are opportunities for participants to explore racial affinities. How can we use the time we will have in our caucus groups to explore what it means to carry the identities we share?
- IX. Review of Race Cards - 5 minutes
 - a. <https://theracecardproject.com/>
 - b. Jam Board 1 - BIPOC participants
 - c. Jam Board 2 - White participants
- X. Key Learnings and Evaluation in Padlet - 8 minutes
- XI. Closing Exercise - 2 minutes

Agreements/Goals/Expectations:

- We will challenge about ideas about race, not people
- Allow ourselves to be our full human selves
- Safe space to share, what says here stays here
- Share the space and let others talk
- Step up and step back
- Listen with empathy

Session 2 Agenda

- I. Arrival Time - 2 minutes
- II. Welcome Rituals - 10 minutes
 - a. Mindfulness and land acknowledgment - 5 minutes
 - b. Agenda for the day and introductions of folks new to the group or those who didn't get a chance to introduce themselves last week (Padlet) - 5 minutes
- II. "Reworking an Agenda"
 - a. Sacred space, presence, social emotional processing, embodying a community of practice, and workplace - 25 minutes
- III. Watch Jodi-Ann Burey's TEDxSeattle Talk: "Why You Should Not Bring Your Authentic Self to Work" - 16 minutes
- IV. Break - 5 minutes
- V. Caucus Groups - 30 minutes
 - a. What is my reaction to seeing this?
 - b. What is my role in supporting anti-racist action in the workspaces that I belong to?
- VI. Introduction to Critical Race Theory Readings - 15 minutes
- VII. Padlet Reflection - 5 minutes
- VIII. Introduction to Race Card Wall and Closing
 - a. Leaving time for people to explore and create and closing

Session 3 Agenda

- I. Arrival Time - 5 minutes
- II. Welcome Rituals - 10 minutes
 - a. Land acknowledgement
 - b. Mindfulness exercise
 - c. Padlet: what we learned from you
- III. Race Card Sharing in Caucus Groups - 25 minutes
 - a. Race cards: <https://theracecardproject.com/>
 - b. Jam Board 1 - BIPOC participants
 - c. Jam Board 2 - White participants
- IV. Critical Race Theory (CRT) - 15 minutes
- V. Break - 5 minutes
- VI. Breakout Groups - 30 minutes – groups made up of participants of all racial and ethnic identities
 - a. What is your current understanding of CRT?
 - b. What new understandings emerged for you in your reading of the two articles (Ladson-Billings and Marshall, Norris, and Baker) on CRT?
 - c. When you consider the Smith College and Nikole Hannah-Jones stories, how does CRT illuminate them, or how do they illuminate CRT?
- VII. Padlet and Whole Group Reflection - 10 minutes
 - a. Share overview of what's to come
 - b. Halfway mark feedback
- VIII. Closing - 5-10 minutes

Session 4 Agenda

- I. Welcome Rituals - 10 minutes
 - a. Land acknowledgement
 - b. Mindfulness exercise
 - c. Padlet
- II. Whole Group Conversation Recap - 25 minutes
 - a. What is your current understanding of Critical Race Theory (CRT)?
 - b. In connection to the Yosso, Parker, Solorzano, and Lynn article: What new understandings have emerged for you in your reading of the articles on CRT?
- III. Watch Melody Hobson's TED Talk: "Color Blind or Color Brave?" - 15 minutes
- IV. Break - 5 minutes
- V. Directions for Breakout Sessions - 2 minutes
- VI. Breakout groups - 15 minutes – groups made up of participants of all racial and ethnic identities
- VII. Discussion of Hobson's TedTalk:
 - a. What is your reaction to this?
 - b. What does it mean to be "color brave"?
- VIII. Caucus Groups - 30 minutes
 - a. In connection to the white ally article and Caprice Hollins' TED Talk:
 - i. What does it mean to be an ally?
 - ii. What is my commitment to this work? Where do I stand?
- IX. What's Next - 5-10 minutes
 - a. Session 5: Coalition Building and Organizing
 - i. Watch First Rainbow Coalition documentary
 - b. Session 6: Action Steps toward Anti-Racism
 - c. Padlet: Key learnings from today, plus and delta

Session 5 Agenda

- I. Arrival and Welcome Rituals - 10 minutes
 - a. Land acknowledgement
 - b. Mindfulness exercise
 - c. Padlet review
- II. Whole Group Reflection - 30 minutes
 - a. Current events
 - b. Readings
 - c. Caprice Hollins TEDx Talk
 - d. First Rainbow Coalition documentary
- III. Caucus Groups Set Up - 5 minutes
 - a. Padlet
 - b. Words of Awareness
- IV. Caucus Groups - 25-30 minutes
 - a. What do you still need to learn?
 - b. What are the possibilities and pitfalls of coalition building for you?
- V. Break - 5 minutes

- VI. Coalition Building and Core Principles of Community Organizing - 20 minutes
- VII. Pair Discussion - 10-15 minutes
 - a. How can you apply these principles in your own settings to do anti-racist work?
- VIII. What's Next - 5 minutes
 - a. Session 6: Action Steps toward Anti-Racism and Coalition Building
 - b. Think about and commit to specific concrete things that you can do in the near future. Apply our exploration into your own situation.
 - c. What are action steps that you think Campus Compact can do to support anti-racism work?
 - d. Open space for racial justice
 - e. Padlet: Key Learnings and Process Evaluation - 3 minutes

Session 6 Agenda

- I. Welcome Rituals -10 minutes
 - a. Welcome while folks join
 - b. Land acknowledgement
 - c. Mindfulness exercise
 - d. Padlet focused on all community of practice sessions
- II. Brief Overview of/Reflection on the Community of Practice - 15 minutes
 - a. Our overarching and enduring goal: To create a space with authenticity exploring how we can support on-going practice that is anti-racist, anti-colonial, and based in liberation and self-care
- III. Continuation of the Discussion on Participants' Workplaces and Needed Changes - 30 minutes
 - a. Padlet work
 - b. Breakout groups – groups made up of participants of all racial and ethnic identities
 - i. “I am organizing WHO to do WHAT?”
- IV. Break (5 minutes)
- V. Rest and Self-care Discussion in Caucus Groups - 25 minutes
- VI. Tools and mechanisms that we can employ to preserve ourselves as we do this work
- VII. What's Next - 20 minutes
 - a. What are action steps that you think Campus Compact can do to support anti-racism work in higher ed?
 - b. What, if anything, do you want to continue to do with this group?
- VIII. Closing - 5 minutes

Relevant links and readings can be found in the Resource List in the Anti-Racist Community Engagement Digital Companion (<https://compact.org/anti-racist-ce>).



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