

Introductions and Welcome 5-10 depending on#  
Who you are, why you decided to come today, what is one question you have about anti racism work. Could be defintions, why things are being done as they are,

Me 5 minutes max  
My background

Overview of agenda 5 minutes max  
Covenant-What is said here stays here, questions are welcome, mistakes are human, no one is the expert, Changing directions is ok  
Additions/Subtractions?

Video short of two men 5  
Discussion 10

History of anti racism and where we are today 10  
Most of us know that there have been abolitionists since the days of legal slavery, and that UU and Quakers have long been involved in anti racism work.  
After the Civil Rights movement of the 60's there has been a simmering period  
More active racism in the past 20 years,  
Obama and clarity that racism is alive  
Ferguson Black Lives Matters  
We find more groups doing concentrated work with white allies, focusing on whites and facing white supremacy as a concept

Personal vs institutional  
Being Racist vs Acting Racism  
Internalized bias vs overt Racism Tests available to take

Definitions/Glossary 10  
Anti Racism  
White Supremacy  
White Privilege  
Ally/Accomplice  
Discussion

How To Talk About Race 9 minutes  
Discussion

Working together/Working Apart 10  
Why white only groups? Why POC only groups?  
Developmental Model  
hwhy is this important  
Trend has been that whites are stuck in Reversal or Minimization and as such aren't really dealing with the depths of work that need to be done to move into real integration.  
POC are rightly tired of having to "teach" and "show" whites how to move forward.  
Whites need to disrupt and confront each other.

Things we've done in the church/WARE  
UUARE  
Standing On the Side Of Love

Anne Braden Video 3  
Imagining a better world

Antiracism trainings in Austin 5  
URA/AWARE  
UT  
Black Lives Matter  
National Training  
SJTI  
PISB

Discussion and Resources 5

## The Complete White Privilege Awareness Series

By nance <http://www.therustylife.com/2014/03/the-complete-white-privilege-series/>

### The 5 Stages of White Privilege Awareness

#### Stage One:

I'm not a racist!

AKA DENIAL

#### Stage Two:

Get This Thing Off of Me!

AKA ANGER

#### Stage Three:

Look at Me! Look at Me!

I'm a WPG!

pronounced "whip-gee" or White Person who Gets It.

AKA BARGAINING

#### Stage Four:

Awareness Fatigue

AKA DEPRESSION

#### Stage Five:

What Now?

AKA Acceptance