



ERAC/Ce sponsors the Crossroads **2½ Day Understanding Racism and Analysis** workshop, an intensive organizing workshop to understand and analyze racism in the U.S. The definition of systemic racism is explored. Three manifestations of racism – individual, institutional, and cultural – are examined, along with their effects on both communities of color and white communities. The issue of racism and the task of dismantling racism are viewed from ethical, political, social and spiritual perspectives, with the goal of equipping people to combat racism within their institutions and in the larger society.

The workshop is conducted in an atmosphere of mutual respect, caring and safety, and is not based on confrontation, guilt and judgment.

### ***2½ Day Analyzing & Understanding Systemic Racism Organizing Workshop***

Participants in this workshop will be able to:

- Engage fairly and reasonably with ideas that are new, challenging, and uncomfortable
- Develop an informed understanding of racism and oppressions in this country.
- Develop race and oppression consciousness, or the use of race, gender, sexual orientation, as a lens through which you analyze cultural and social institutions
- Develop tools for evaluating your institutions degree of racism and oppression

### ***Upcoming Organizing Workshops Dates***

July 19-21, 2011  
Tuesday - Thursday

Oct 27-29, 2011  
Thursday - Saturday

# ERAC/CE

*Eliminating Racism And Claiming/Celebrating Equality*

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## 2011 REGISTRATION FORM

ERAC/CE sponsors a workshop, facilitated by Crossroads Antiracism Training and Organizing, to explore an analysis of systemic racism and to begin to discern strategies for dismantling racism within organizational structures.

### ***Understanding and Analyzing Systemic Racism***

**WHEN:** *(Please check one)*

\_\_\_\_\_ **July 19-21, 2011**

**Tuesday - Thursday**

\_\_\_\_\_ **Oct 27-29, 2011**

**Thursday - Saturday**

**Times** (both workshops follow the schedule below)

Day 1, 6- 9:30 p.m., Day 2, 8:30 a.m. - 6 p.m., & Day 3, 8:30 a.m. - 5 p.m. *(Lunch will be provided)*

Full-time participation is important for all sessions since each part builds on the previous ones.

**WHERE:** Douglass Community Association, 1000 West Paterson, Kalamazoo, MI 49007

**REGISTRATION FEE: \$350**, please make checks payable to "ERAC/CE"  
Payment secures your position in the training session.

*I am applying for participation in the Anti-Bias Antiracism Education System Change Grant. \_\_\_\_\_ (please initial).  
Educator Cost: \$175 July 2011 only*

**SEND TO: ERAC/CE**

1000 West Paterson St. #153  
Kalamazoo, MI 49007

Name: \_\_\_\_\_

Agency you represent, if applicable: \_\_\_\_\_

Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

Phone: Home \_\_\_\_\_ Work: \_\_\_\_\_

Email: \_\_\_\_\_

How did you hear about this training?  
\_\_\_\_\_

Any dietary restrictions?  
\_\_\_\_\_

Race/Ethnicity:  
\_\_\_\_\_

*(We ask in order to facilitate a balanced group for effective communication)*

***Please return registration form no later than 10 days before the workshop. THANK YOU!***

**You will receive status of your registration when confirmation notices are sent.**

**Questions? Call 269.365.4819, and/or 269.352.4027**

**or e-mail: [eracce@eracce.org](mailto:eracce@eracce.org)**