

our mission

YWCA Lancaster is dedicated to eliminating racism, empowering women and promoting peace, justice, freedom and dignity for all.

The Racial Justice Institute is a program of YWCA Lancaster. This year's Institute is sponsored by Thaddeus Stevens College of Technology and The Lancaster Chamber of Commerce & Industry.



**eliminating racism
empowering women
ywca**

YWCA Lancaster
110 North Lime Street
Lancaster, PA 17602
717-393-1735
www.ywcalancaster.org

A United Way Agency

racial justice institute 2012



**Monday June 18
Tuesday June 19
Wednesday June 20**

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about the Racial Justice Institute, Part I

The Racial Justice Institute is an intensive workshop that trains teams from area businesses, government offices, and community organizations to dismantle racism. Participants in the Racial Justice Institute, Part I, will develop a common framework for identifying racist behavior and effecting positive change in their organizations and lives. The Institute will guide participants in creating action plans for eliminating racism from their environments. While individuals are eligible to participate, it is strongly recommended that diverse teams of two or more individuals from organizations participate together.

Ongoing feedback and support through peer gatherings and strategy sessions continue throughout the year as the teams continue anti-racist efforts in their own arenas.

The goals of the Racial Justice Institute, Part I, are to encourage a deepening awareness of all forms of prejudice and oppression, especially racism, and to mobilize a significant number of community members to make a long-term commitment to eliminating racism and forging a just community.

Daily schedule

Monday 6/18, Tuesday 6/19 & Wednesday 6/20:

8:30 a.m.

Continental Breakfast

11:30 a.m. - noon

Lunch

5:00 p.m.

Workshop conclusion

The training enables participants to:

- ◆ Be able to talk about racism using a common language and framework.
- ◆ Have the leadership skills, tools and strategies for effectively challenging racism and other injustices in their organizations and daily lives.
- ◆ Demonstrate an understanding of the linkage between racism, sexism, heterosexism, anti-Semitism, ageism and other forms of oppression.
- ◆ Demonstrate knowledge of the historical, political and social context for racism as it exists today.
- ◆ Explore and develop pride in their own cultural heritages.
- ◆ Be able to identify individual, institutional, and cultural racism in their organization and daily lives.
- ◆ Create a tentative action plan to eliminate racism in their environments and make a commitment to attend follow-up meetings to report on the progress being made toward implementing it.

Comments from participants

“...extremely powerful and eye opening. I felt as though I was armed with the tools to start becoming anti-racist. I strongly recommend that as many people as possible share this experience.”

“I have been through a lot of seminars and diversity trainings, but this one will stay with me like no other.”

“I’m much more comfortable discussing the issue of racism, but also much better equipped. I’ll continue the work in all aspects of my life.”

“It has changed my perception entirely.”

“This workshop opened my eyes to question my own actions and gave me a chance to ask some difficult questions.”

“I would recommend the Racial Justice Institute to every company/corporation in America.”

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The Racial Justice Institute is part of YWCA Lancaster’s Racial Justice Advocacy & Education Program. This also includes the YWCA Day of Commitment, the Race Against Racism (April 28, 2012), Study Circles, an Anti-Bias Curriculum for pre-school children through grade 8, and customized trainings to meet the needs of individual organizations.

Past participants

Kellogg’s USA, Inc.
Community Action Program
Warwick and Lancaster City Police
First Presbyterian Church
Congregation Shaarai Shomayin
Conestoga Valley, Lancaster, Manheim Township and Penn Manor school districts
Franklin & Marshall College
RR Donnelley & Sons Company
Lancaster Theological Seminary
Library System of Lancaster County
Southeast Lancaster Health Services
Thaddeus Stevens College of Technology
Pepperidge Farms
Bank of Lancaster County/Sterling Financial
Hershey Medical Center
Millersville University
Unitarian Universalist Church
American Association of Pastoral Counselors
Community members

Directions

The Racial Justice Institute will be held in the Jones Dining Hall at the Thaddeus Stevens College of Technology, which is located at 750 East King Street, Lancaster, PA.

From the East: Take Route 30 W to Route 462 W. Continue on Route 462 W to the campus. The College is at the left hand corner of King and Broad streets.

From the West: Take Route 30 E to the Route 23 W (Walnut St.) exit. Proceed west on Walnut Street. Turn left on Broad Street, cross King Street and turn right into the Hartzell parking lot.

From the South: Take 272 N into the city of Lancaster. Turn right on East King Street and continue to the campus on the right hand corner of Broad and King streets.

From the North: Take 222 S to Route 30 E. Take the Route 23 W (Walnut Street) exit. Turn right off the exit and follow Walnut Street into the city. Turn left on Broad Street, cross King Street and turn right into the Hartzell parking lot.

2 CEU’s available through Millersville University

**REGISTRATIONS MUST BE
RECEIVED BY
June 11, 2012**

For more information contact:

The YWCA at
717-393-1735 ext. 256

www.ywcalancaster.org

YWCA Racial Justice Institute

Registration Form

June 18, 19 & 20, 2012

8:30 a.m. – 5:00 p.m.

Name _____

Organization _____

Address _____

City/State/Zip _____

Phone _____

Fax _____

E-mail _____

Where you heard? _____

Fee: \$300* **(includes a free one year YWCA membership)**. Included with your registration fee are all journal and workbook materials, continental breakfast, lunch, refreshments and snacks during the workshop.

My check in the amount of \$_____ is enclosed (payable to YWCA Lancaster)

Please charge \$_____ to my

Visa MasterCard

Acct.# _____

Exp. Date _____

Authorized signature _____

Mail registration form and payment by **June 11, 2012** to:

**YWCA Lancaster
Attention: Racial Justice Coordinator
110 North Lime Street, Lancaster, PA 17602**

* Cancellations after June 12 are non-refundable.

The training team

The Racial Justice Institute is led by *cultural bridges*, a national consortium of highly effective trainers. jona olsson and Achebe Betty Powell have delivered the Institute to the Lancaster community for 10 years.

jona olsson is the founder and director of *cultural bridges* and belongs to the Anti-Racism Educators Organization and other national groups. Her varied experiences include work in the building trades and college faculty positions. She has presented Racial Justice Institutes at a number of YWCAs, among them Pittsburgh and Buffalo. She also acted as a consultant to the YWCA of the USA for a national convention focusing on anti-oppression.

Achebe Betty Powell, founder and director of *Betty Powell Associates*, has been an educator and human rights activist for over three decades. She has served as co-coordinator of New York City’s Black and Jewish Women’s Dialogue Group and on the Multicultural Advisory Committee to the New York City Board of Education.