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**RACIAL ISSUES IN THE WORKPLACE TO BE EXAMINED AT
YWCA LANCASTER'S RACIAL JUSTICE INSTITUTE JUNE 20-22**
Goal of intensive 3-day workshop is to help employees make a plan to counteract racism

LANCASTER (Pa.) – In an effort to foster cultural understanding and dismantle racism in the workplace, YWCA Lancaster will hold the Racial Justice Institute, on June 20-22 at Thaddeus Stevens College of Technology. This intensive 3-day workshop was developed to teach employees from local businesses, community organizations and government offices to identify racist behavior and effect positive change in their organizations.

Led by trainers Jona Olsson and Achebe Betty Powell from the national consortium Cultural Bridges to Justice, the Racial Justice Institute guides participants in creating action plans for eliminating racism from their environments. Goals of the institute 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. While individuals are eligible to participate, it is strongly recommended that diverse teams of two or more individuals from organizations participate together.

Nick Miron, YWCA Lancaster's Racial Justice Coordinator, said the training enables participants to have the leadership skills, tools and strategies for effectively challenging racism and other injustices in their organizations and daily lives, to demonstrate an understanding between the linkage between racism, sexism, heterosexism, anti-Semitism, ageism and other forms of oppression and 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.

“Through the Racial Justice Institute, participants learn to identify behaviors, policies and practices that disproportionately favor white people and put people of color at a disadvantage,” said YWCA Lancaster Chief Executive Officer Maureen Powers. “Nationally renowned trainers deepen our understanding of racism and give us skills for combating it. Participants gain the leadership skills, tools and strategies for effectively challenging racism and other injustices in their organizations and daily lives. A diverse team from a business or institution can develop recommendations to improve the level of cultural competence throughout the organization.”

The YW's Racial Justice Institute will be held June 20-22 at Thaddeus Stevens College of Technology, 750 East King St., Lancaster, Pa. from 8:30 a.m. to 5 p.m. The fee to participate is \$300 and includes a journal, workbook materials, continental breakfast, lunch, refreshments and snacks during the workshop and a free one year membership to YWCA Lancaster. Continuing education units (CEU's) are available. To sign up for the Racial Justice Institute or for more information, contact YWCA Lancaster's Racial Justice Coordinator Nick Miron at (717) 393-1735 ext. 256.

About the YWCA's Racial Justice Initiatives -- As the oldest and largest multi-racial women's organization in the world, the YWCA has taken a leadership role in civil and human rights issues. Formed five years before the abolition of slavery, the YWCA has been engaged in every phase of the Civil Rights Movement. It was one of the earliest social justice organizations that staunchly promoted anti-lynching efforts, racial integration, voting rights, and more recently, affirmative action, opposition to hate crimes and racial profiling, and comprehensive immigration reform.

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