



European-American Helping Professionals: What It Means to Be an Active Racial Ally: Facing Our White Liberalism, White-Body Privilege & Savior Complex (sample training description)

It is imperative that European-American (white) "progressive" and "liberal" helping professionals move beyond conversation and into meaningful systematic action. Ally is a verb! Not a noun.

Too often white-bodied people don't talk about or we don't know how to talk about race, white supremacy and privilege or we are afraid to talk about it because we don't want to show our racism or to "appear racist" or we feel ashamed, defensive or guilty or constricted or we believe "I'm not racist because..."

This workshop is an opportunity for socially conscious mental health, medical, education, and social service providers to join together to create a supportive, informative, confidential and frank space to challenge yourselves to identify what actively working for Racial Justice means in your specific professional setting and personal life.

- ~Unpack the concepts of whiteness, white privilege, white fragility and systematic racism and explore how they personally apply to you
- ~Identify how your whiteness and conscious and unconscious racist beliefs and privilege operate within your work setting - and in our lives in general
- ~Explore "white savior complex" and how/when it applies to you in your work
- ~Three ways that our best intentions as "white liberal" helpers end up interfering with our help to Black and Indigenous People and other People of Color
- ~What it takes to move beyond typical helping professions' "inclusivity and diversity" words to developing true personal and professional racial humility and racial stamina

~Learn about these concepts:

White Fragility (Robin DiAngelo), White Supremacy, White Entitlement, Cultural Appropriation, White Savior Complex, White Liberalism, White Feminism and Intersectionality (Kimberle Crenshaw), Whiteness and "the white gaze"

White Allyship, Reparations (The Movement for Black Lives) and Racial Humility and Racial Stamina (Robin DiAngelo)

- ~Why knowing our European ancestry and the history of race and racism increases our self-understanding of our racial ethnic identity development (Janet Helms) and can help us move into anti-racist awareness and action
- ~How we, as European-American bodied peoples, hold the constricted nature of racism in our bodies and the body-mind-spirit science that keeps our unconscious biases operating (Resmaa Menakem)
- ~Using a tool designed by Irene, correlate how your brain's defensive responses of Fight, Freeze, Flee or Fawn operate when you are feeling racial tension and how your default response to threat interferes with your racial allyship
- ~Learn statistics and facts about systematic racism in MN in our schools, psychology programs, social service agencies, incarceration systems and neighborhood divisions
- ~Listen and read what BIPOC want and need us to do to be active anti-racist allies

Beyond learning the concepts: What we will actually do:

Identify realistic concrete changes that you will commit to within yourself and with your clients and patients

Do a written assessment of issues of racial equity and systematic racism in your workplace.

Commit to conversations and changes you will make to help your workplace operate as more of an active anti-racist space

Each participant will make a concrete written plan to take very specific racial equity actions in their personal and professional lives -- actions personally, in their community, socially-culturally and professionally.

Participants will receive worksheets and extensive handouts of definitions, statistics, concepts and resources

Please note: This workshop is grounded in the premises that racism exists and that all European-Americans automatically have unearned privilege extended through the systems of white-body supremacy. To be a racial ally means that we European-Americans have an obligation and responsibility to understand and "own" our racism and privilege, and then, to actively work for racial justice. It is especially helpful if participants already have some understanding of their own privilege or are open to learning more about it. People who can join in these premises are welcome to attend.

BIPOC are welcome to attend and to participate in whatever ways they choose. The European-American people who attend will be reminded of our racial bias and privilege being played out if we expect or want any present BIPOC to teach or affirm us. (This inclination is a big part of our problem.) It is not ever the role of the oppressed to teach or affirm their oppressor. Our communities need larger ongoing intentional forums and opportunities to discuss these issues with each other.

Because of the nature of the topic and the more interactive and experiential format that I use to do this particular version of the anti-racism workshop, space is limited to about 10 people.

Registration for this 4.5-hour training:

Fee: \$210/person. Two additional rate options for those who need them: \$175/person or \$85/person. There are a few tickets available in each category. (No one is turned away for inability to pay. A portion of any profits from these workshops is donated to MN Indian Women's Resource Center.)

Two ways to pay:

- (1) Register & pay at this Eventbrite site. (Eventbrite will add on their fees.) Pay the full fee. Or choose an adjusted rate if needed.
- (2) OR To avoid the Eventbrite fees, contact Irene for the Eventbrite registration coupon code. Then, complete your registration and enter the coupon code. Please note, to hold your spot, you will need to then send a check for your full payment to Irene. Your spot is confirmed when your payment is received.

Facilitated by Irene Greene MSED / Greene Growth & Training (More information below.)

CEU forms to submit to your boards for CEUs will be available. (Typically, 4 to 4.5 CEUs have been granted. Check with your board to confirm your board's particular requirements for acceptance, CEU allotment for workshop hours provided, etc.)

General points about this training:

(1) In this training (as in all of Irene's workshops and trainings), our diversity, in all of its forms, is nurtured, valued and celebrated; including, though not limited, to our sexual, affectional, gender, spiritual, racial, class, age, educational, employment, size, ability and familial differences. This training is a non-racist, queer-affirming and sex-positive space.

People who can join in these intentions are welcome.

(2) This workshop will incorporate lecture, story-telling, group discussion, personal reflection time, and (optional) personal sharing. Folders with hand-outs, worksheets and a lengthy resource bibliography, as well as healthy snacks, water and tea, will be provided.

(3) Over the past few years Irene has provided this training, and versions of this workshop theme, dozens of times and to a variety of audiences, e.g., social service providers, medical providers, mental health providers, body workers, educators, advocates, volunteers, community members, and social justice organizers.

(4) Contact Irene if your organization or agency is interested in hosting a similar training by Irene. She will tailor the workshop to the unique needs and dynamics of your staff and populations served.

Facilitator: Irene Greene MSED / Greene Growth & Training LLC

Irene has 29+ years as an educator, therapist, positive psychology and relationship coach, and organizer. She is the Chair of the MN LGBTQ+ Therapists Network, an educator in compassion fatigue, burnout, vicarious trauma and stress; and resiliency, oppression fatigue and anti-racist allyship. She facilitates a sexual abuse survivor support group and a helping professionals work-life balance support group and is a LGBTQIPA2S+ relationship coach. Irene also facilitates a support group for Twin Cities executive directors (EDs) of LGBTQ+, HIV-AIDS & Social Justice non-profits. Irene is a past member of the steering committee for MN Women in Psychology and the first Director of the UM-Twin Cities Aurora Sexual Violence Program. Irene's private practice and home are in Minneapolis.

www.irenegreene.com

Other Offerings by Irene Greene:**Skills & Support Groups:**

"Beyond Self-Care & Work-Life Balance: Vicarious Trauma, Stress, Burnout & Compassion Fatigue for Socially Conscious Helping Professionals Support & Skills Group"

"Sexual Abuse Survivors Support & Skills Groups"

"Coming Out Groups"

Workshops by Irene Greene: Multiple Dates. Register at Eventbrite:

"White Helping Professionals What It Means to Be a True Racial Ally: Facing Our White Liberalism, White Feminism, White-Body Privilege & Savior Complex"

"Minimizing Burnout, Compassion Fatigue and Political Trauma Stress for Socially Conscious Helping Professionals: Sustainable Wellness & Self-Care"

"LGBTQ+ Relationship Workshop: Connection and Communication Through Differentiation: A Workshop for Socially Conscious Humans" Saturday, December 7, 2019 from 9:00 AM to 4:30 PM