



Anti-Racism Training Continuum

Resources for Phases I - III

This Training Continuum was created by the Ramsey County Human Services Anti-Racism Training Action Team to meet the needs of our department and is updated on a regular basis. We hope you use this to help you plan your Anti - Racism work. Leaders, work groups and individuals are encouraged to begin their Anti-Racism work by choosing several “Other Phase I resources” before moving to Phase II and III resources.

Phase I: Introductory Pieces (required for all staff)

New Employee Orientation – Director introduces department Anti-Racism Initiative

Leaders distribute and discuss “Why” document with staff, including new staff when hired

In 2005, all employees attend Dismantling Racism training

2006 and beyond – All New Employees first attend Understanding Differences Workshop and then Dismantling Racism training

Other Phase I Resources

Note: The Anti-Racism Resource library videos are located in the 9800 library cabinet and are available for preview. Other videos are available by contacting.

Understanding Differences Workshop

Race: The Power of Illusion videos:

Video I: The Difference Between Us

Video II: The Story We Tell

Video III: The House We Live In

St. Paul Foundation Race video – “New Conversation About Race and Racism”

“Providing Culturally-Appropriate Health Care in MN” DVDs highlight different communities

1) Hispanic/Latino – 60 minutes, 2) Hmong – 50 minutes, and 3) Somali - 45 minutes

“Knowing Who You Are” video on developing racial and ethnic identity

Cross-Cultural Communication class offered by County Diversity Office with Brenda Ellingboe of Century College

Jane Elliot Brown Eyes/Blue Eyes Experiment – video and discussion

YouTube video about how to dialogue with someone about racist behavior -

<http://www.youtube.com/watch?v=b0Ti-gkJiXc>

Anti-Racism SharePoint Resource library (Ramsey county employees only) and check out materials to read/view: <http://chsworks/arlt/Training/SitePages/Home.aspx>

Phase II: In Depth Opportunities

Participate in an Authentic Dialogue – Offered on an ongoing basis for all staff or by request.

MCARI 3 Day Workshop – An in-depth presentation and discussion on the framework we use for our Anti-Racism work – i.e. Racism definition, 3 levels of Power, White Privilege, IRS and IRO. County offers this annually.

Understanding IRS/IRO: A Cognitive Behavioral Approach

“Slavery By Another Name” DVD – This documentary challenges one of Americans’ most cherished assumptions: that slavery in this country ended with the Emancipation Proclamation. The film documents how for more than 80 years, thousands of African Americans, often guilty of no crime at all, were arrested, compelled to work without pay, repeatedly bought and sold, and coerced to do the bidding of white masters. Tolerated by both the North and South, forced labor lasted well into the 20th century. (90 minutes)

“Kind Hearted Woman” DVDs- An unforgettable portrait of Robin Charboneau, a 32 year old divorced single mother and Oglala Sioux woman who lives on North Dakota’s Spirit Lake Reservation. Her quest to heal her family, build a career and fulfill her goal of returning to her reservation to help prevent the abuse of women and children, takes her on an intimate and inspiring journey full heartbreak, discovery and redemption. Note: This PBS documentary contains material that may not be appropriate for all viewers. (Five hours)

“Dakota 38”- Documentary film that retraces, on horseback, the 330-mile journey to the site of the hanging in Mankato, Minnesota. These hangings took place at the end of the 1862 US-Dakota War. 38 American Indians were hung by American soldiers. This journey on horseback was done as a way to bring healing to all.

“We Shall Remain: American Through Native Eyes” This 3 part documentary film spans almost 400 years and tell the story of pivotal moments in U.S. history from the Native American perspective, upending 2 dimensional stereotypes of American Indians as simply ferocious warriors or peaceable lovers of the land. (The 1st DVD is 90 minutes, the 2nd is 180 minutes and the 3rd is 180 minutes. Each one can be divided up into smaller, shorter segments)

“Unnatural Causes” DVD – This powerful film portrays the social impact of inequities in our institutions and systems. It shows the relationship between these inequities and poor health outcomes for communities of color. (One hour video with six -30 minute segments)

“America at A Crossroads” – Stand Up: Muslim American Comics Come of Age DVD

“Straight-laced - How Gender’s Got Us All Tied Up” DVD – is a feature length documentary that takes a powerful and intimate look at how popular pressures around gender and sexuality are shaping the lives of American teens today.

“Freedom Riders” DVD –. Documentary on the courageous, integrated band of civil-right activists who, in 1961, took a bus together to the Deep South. Their actions brought the president and the American public face to face with the challenge of correcting civil-rights inequities that plagued the nation. (120 minutes)

“Brother Outsider – The Life of Bayard Rustin”DVD – Definitive film biography of one of the most controversial figures of the Civil Rights Movements. He was a first of the “freedom riders,”

advisor to Dr. Martin Luther King and organizer of the 1963 March on Washington. He was denied his place in the limelight for one reason – he was gay.

“Stonewall Uprising” – DVD - This documentary revisits a time when homosexual acts were illegal throughout American and homosexuality itself was seen as a form of mental illness. When police raided Stonewall – a gay bar - on June 28, 1969, gay men and women did something they had not done before: they fought back. This film explores this dramatic event, known as the “Stonewall Uprising,” which launched the world-wide GLBTQ rights movement. As the streets of New York erupted into violent protests and street demonstrations, the collective anger announced that the gay rights movement had arrived. (90 minutes)

Overcoming Racism Conference, Metropolitan State University – Held every year in the fall. Look for more information each fall.

Multi-Cultural Forum – Held every year in March. See information on 2014, in February 2014.

IDI – Intercultural Development Inventory measures individual and group’s Cultural Competence or Cultural Sensitivity.

IDI Training Activities

ICI – Intercultural Conflict Inventory measures individual preferred cultural conflict style and provides information on four intercultural conflict styles.

“New Conversations about White Privilege” – St. Paul Foundation

White Privilege Dialogue (DVD) – Dr. Shakti Butler – Racial justice leaders share their white identity development. There is a workshop to accompany this DVD.

Privilege Walk – This is an experiential activity on the power privilege plays in our society.

Strength/Assets Walk This is an experiential activity on the strengths/assets that come from the experiences of people of color

“White Like Me” by Tim Wise; read and discuss with others.

“The Heart of Whiteness: Confronting Race, Racism and White Privilege” by Robert Jensen; read and discuss with others

Rabbit Proof Fence – DVD This DVD tells a powerful, true story of hope and survival. At a time when it was the Australian government policy to train aboriginal children as domestic workers and integrate them into white society, young Molly Craig decides to lead her little sister and cousin in a daring escape from their internment camp. They would later be known as part of Australia’s “Stolen Generations”. Their story is a beautiful testament to the undying strength of the human spirit! Discussion questions are available to use with this DVD. The questions explore how this story relates to our Anti-Racism work, especially in reference to what the US government has done to the native, indigenous people of North America. (94 minutes)

STAR Power is a simulation, interactive activity on the role of power and privilege in our society.

“Crash” This is a feature-length movie with Sandra Bullock.

“Color of Fear” and “Last Chance for Eden” are a Video & Facilitated Discussion.

Race and Employment in MN DVD – This is WCCO News segment.

“Close the Gap” DVD – This is a one-hour presentation on Twin Cities disparities and solutions

Phase III: Taking Action: Leading the Way

Advanced Critical Race and Racism Workshop Series (for those who attended a Critical Race and Racism Series). Presenter: Heather Hackman.

Join the Anti-Racism Leadership Team or an action team

Become an Authentic Dialogue Facilitator

Preview materials in the Anti-Racism/Diversity library (Ramsey County employees only)

Lead Discussion Groups

Read book or article and present information to staff and facilitate discussion

Visit other community agencies/businesses of color, attend community cultural activities and reflect with others on the experiences