

Marie's Gift Proposal

Alicia Puente Cackley

Large pot project--\$45,000

Name: Scholarships for Challenging Racism facilitator training

Brief description: Fund 5 scholarships per year for three years for parents, students, or community members to attend the facilitator training course **Challenging Racism: Learning to Lead**. This 6-day course trains facilitators for the **Challenging Racism: Learning How Through Stories and Conversation** workshops. Challenging Racism and Arlington Public Schools offer these workshops in Arlington County.

Each day, news headlines bring more evidence that our country needs to talk about race. For many, if not most, these conversations are awkward and only carried out on a surface-level, if at all. It is critical that we give our community the vocabulary and the tools to have serious, deep and meaningful conversations about race. Challenging Racism has been doing that in our community of Arlington, Virginia and, with help from Marie's Gift, aims to expand the number of people it can reach.

Challenging Racism is a community-based organization in the process of incorporating and applying for non-profit status. The organization's plan is to build on the Challenging Racism through Stories and Conversations workshops that APS has offered to APS parents and community members since 2004. Challenging Racism hopes to offer these workshops to various community organizations interested in promoting serious conversations about race in Arlington and other cities. Most recently, we have begun collaborating with the Arlington Partnership for Children, Youth and Families to develop a customized workshop where community members of all ages will participate in conversations about race utilizing Challenging Racism trained facilitators.

Currently Challenging Racism is led by a Steering Committee, consisting of seven individuals, all of whom have taken the APS-sponsored Challenging Racism through Stories and Conversations workshop. The Steering Committee includes Marty Swaim, who has more than 10 years of experience facilitating Challenging Racism, Results Based Facilitation, and APS teacher training and is a certified Results Based Facilitation trainer. Along with Steering Committee member Leah Maderal, she led the first **Challenging Racism: Learning to Lead** facilitator training this summer. Also, Steering Committee members Monique Brown and Michele Chang took the Learning to Lead training this summer and Michele is facilitating an APS-sponsored workshop this fall.

Members of the Challenging Racism Steering Committee are listed below:

- Alicia Puente Cackley, Chair
- Tish Jenkins, Secretary
- Michele Chang, Treasurer (who will administer and be accountable for the requested funding)
- Monique Brown
- Ellen Fitzgibbons
- Marty Swaim
- Tannia Talento

The goals of Challenging Racism are to:

- Develop parents and community members' abilities to work effectively in cross cultural situations
- Explore culture, identity and privilege in relationship to race by telling stories and reading stories from three of the major ethnic communities in Arlington: African-American, Latino/Hispanic, and Asian.
- Provide participants practice in concrete skills for engaging in difficult conversations about race, immigration, and second language and other forms of bias, with their own children, in schools and in the work place in order that they can be anti-racist advocates for children and allies for people of color.
- Inform parents about the cultural competence training initiative in APS that aims to help eliminate the achievement gaps by combatting institutional racism.
- Build a cadre of alumni who will work to actively counter racism and build a community where we can heal from past injustice.

Increasing the number of trained facilitators is essential to meet the demand for Challenging Racism workshops now and in the future. The interest in our parent workshops on race has expanded every year since they began in 2004. Initially only one workshop was offered per year because of the limited number of trained facilitators. Although the number of facilitators has increased over time, there are still not enough facilitators to meet demand for Challenging Racism workshops. Last year there was a waitlist for parents who were interested in taking the workshops at Gunston and Swanson middle schools and this year, while workshops will take place at Drew Model School, H-B Woodlawn Secondary Program, and Jefferson Middle School, Challenging Racism was not able to offer a workshop at Oakridge elementary as requested.

In the summer of 2016, Challenging Racism conducted its first facilitator training called **Challenging Racism: Learning to Lead**. The course is appropriate for learning to lead groups in discussion on any difficult subject. A key skill is learning to be a neutral facilitator. A foundation of the training is Results Based Facilitation (RBF), a nationally recognized facilitation training. Previously our facilitators had taken their training through SEED (Seeking Educational Equity and Diversity), a California-based program that costs significantly more once travel expenses are factored in. By providing the training locally, we were able to offer the same high quality program to 11 trainees.

Arlington Public Schools paid the tuition for 5 participants, and Our Lady Queen of Peace Catholic Church paid for two of their staff to take the training as well with the intention of developing faith-based conversations modeled on the **Challenging Racism: Learning How *Through Stories and Conversations*** curriculum. The other 4 participants paid what they could toward the cost and Challenging Racism committed to covering the rest of the cost through fundraising.

Nova's donation through Marie's Gift would cover 5 scholarships a year for the next three years for this facilitator training. The certainty of this funding, beyond what APS provides, would allow for capacity building and create a more stable pipeline of facilitators. This would make it possible for us to increase the number of workshops Challenging Racism runs each year, reaching a larger number of community members.

Participants have had strongly positive reactions to the "**Challenging Racism: Learning How *Through Stories and Conversation***" workshops. A participant in this year's parent conversations wrote: "it has been extraordinarily eye-opening... I learned just how much issues with race impact everything from teacher selection and perceptions of (student) competence to gifted and talented selection..." Similarly, a participant in the **Challenging Racism: Learning to Lead** facilitator training shared this: "It's not often I find like-minded people with vision and passion to make a difference...I am grateful because I really think a difference can be made and I love that so many have the same hope I have."

Funding facilitator training for the Challenging Racism workshops is in keeping with Nova Catholic Community's mission of working for social justice in concrete ways. The goals of Challenging Racism fit with Nova's interest in peaceful conflict resolution, advocacy, and education. Interested Nova members are welcome to participate in a parent or community workshop, or even choose to take the facilitator training.

The project's success will be measured by the successful training of a new cohort of 10-12 facilitators each year, who would in turn commit to co-facilitating at least one **Challenging Racism: Learning How *Through Stories and Conversation*** workshop within the next 3 years. This would make it possible for at least 3 classes to be offered to parents and community members each year.

Attached in Appendices I through III are the proposed budget for the **Challenging Racism: Learning to Lead** training that took place in July 2016, as well as a more detailed description of what is covered in the course. In addition, there is a sample session agenda for the parent workshop **Challenging Racism: Learning How *Through Stories and Conversations***.

Appendix I

Proposed Budget – Summer 2016

Challenging Racism: Learning to Lead facilitator training

The costs of the July facilitator training are straightforward: hourly payment for the facilitators, facilities rental, expenses for the facilitators' handbooks, books, other materials and meals. Participants will receive Results Based Facilitation training, and training to facilitate conversations for parents and community members on the issues of race, second language, immigration, the achievement gaps (and other important matters of privilege and power that are hard to talk about).

Costs for Facilitators and Staff:

Role and Details	Cost
2 Full time co-facilitators July 5-8 and 11 and 12, 7:00 am - 7:00 pm, (includes 2 hours' set-up/take down) 6 days at 12 hours per day = 72 hours at \$60.00 per hour = \$4320 each \$4,320.00 x 2 = \$8,640.00	\$8,640.00
Planning time: roughly one hour planning for 1 hour of facilitation = 10 hours per day x 6 days = 60 hours planning x \$60 per hour	\$3,600.00
Additional Certified Results Based Facilitation (RBF) trainer for Wednesday, July 7 and July 8: 11 hours x 2 x \$200	\$4,400.00
Two parent facilitators in training: Stipend \$2,000 x 2	\$4,000.00
Administrator: Stipend \$1,000	\$1,000.00
<i>Subtotal - ESTIMATE</i>	\$21,640.00

Costs for Materials:

Books for participants and facilitators:

(for those who don't already own a copy)

Title, Author	Cost Per Book	Number Needed	Cost
Why Are All the Black Kids Sitting Together in the Cafeteria, Beverly Daniel Tatum	\$15.00	10	\$150.00
What Does it Mean to Be White?, Robin DiAngelo	\$35.00	16	\$560.00
What if All the Kids Are White?, Louise Derman-Sparks and Patricia Ramsey	\$15.00	15	\$225.00
The Souls of Black Folks, W.E.B DuBois	\$5.00	15	\$75.00
Results Based Facilitation: Book One - Foundation	\$30.00	15	\$450.00

Skills, Jolie Bain Pillsbury			
<i>Subtotal - ESTIMATE</i>			\$1,460.00

Books for facilitators:

(for those who don't already own a copy, selections are used from these books)

Title, Author	Cost Per	Number	Cost	Book	Needed	Cost
TBA, Tillie Olsen				TBA	5	TBA
Member of the Wedding, Carson McCullers				TBA	5	TBA
Bound for Glory, Woodie Guthrie				TBA	5	TBA
White Like Me, Tim Wise				TBA	5	TBA
Makes Me Wanna Hollar, Nathan McCall				TBA	5	TBA
Balm in Gilead, Sara Lawrence-Lightfoot				TBA	5	TBA
Harvest of Empire, Juan Gonzalez				TBA	5	TBA
Weight of All Things, Sandra Benitez				TBA	5	TBA
Odyssey to the North, Mario Bencastro				TBA	5	TBA
Woman Warrior, Maxine Hong Kingston				TBA	5	TBA
The Sari Shop, Rupa Bajwa				TBA	5	TBA
The Namesake, Jhumpa Lahiri				TBA	5	TBA
<i>Subtotal - ESTIMATE</i>						\$1,200.00

Challenging Racism Curriculum Materials:

Title	Cost Per Book	Number Needed	Cost
Participant workbook for <i>Challenging Racism: Learning to Lead</i>	\$10.00	15	\$150.00
Facilitators handbook for <i>Challenging Racism: Learning How</i> (through stories and conversations) for leading parent and community workshops	\$15.00	15	\$225.00
Participant workbook for <i>Challenging Racism: Learning How</i> (through stories and conversations) for participants in parent and community workshops	\$10.00	15	\$150.00
<i>Subtotal - ESTIMATE</i>			\$525.00

Meals:

Meal	Cost Per Person	Number of People	Days	Cost
Breakfast	\$5.00	19	6	\$570.00
Lunch	\$9.00	19	6	\$1,026.00
Snacks and Beverages	\$2.00	19	6	\$228.00
Dinner	\$15.00	19	6	\$1,710.00
<i>Subtotal - ESTIMATE</i>				\$3,534.00

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Facilities and Equipment:

Rock Springs Neighborhood House Auditorium	Cost
<i>Deposit (Refundable)</i>	\$250.00 <i>(Refundable)</i>
Room Usage for Upper Neighborhood House / Auditorium \$90/day x 6 days = \$540.00	\$540.00
Tables and chairs (included)	\$0.00
Custodial Fee	\$150.00
<i>Subtotal - ESTIMATE</i>	\$690.00

Estimated Total Costs:

Description	Cost
Facilitators and staff	\$21,640.00
Books for participants and facilitators	\$1,460.00
Books for facilitators	\$1,200.00
Challenging Racism Curriculum Materials	\$525.00
Other possible costs (facilities, charts, office supplies, videos, etc.)	TBA
Meals	\$3,534.00
Facilities and Equipment	\$690.00
<i>Total - ESTIMATE</i>	\$29,049.00

Estimated Income:

\$2,800.00 Training fee x 10 participants = \$28,000

Appendix II

More details about the Facilitator Training

In **Challenging Racism: Learning to Lead**, we are building knowledge, skills and a supportive network of parents and community people who can talk about race themselves, and lead conversations with others. To build that network for the future, we need to build connections among the training group. We need time to know each other's stories and to debrief the many activities and practices that we try each day. Meals together give us the chance to build a team. We hope you will join us and apply to become a Challenging Racism facilitator this year.

6 Days of training, 8:30 am - 6:30 pm

- Tuesday, July 5
- Wednesday, July 6
- Thursday, July 7
- Friday, July 8
- Monday, July 11
- Tuesday, July 12

Participants are expected to attend all 6 days of training, for the full time (8:30 am - 6:30 pm)

Location:

- Rock Spring Congregational Church, Arlington, VA

Group Size:

- 10-12 Arlington parents and community members

Fees:

- The cost is \$2,800, due in part by Tuesday, June 7, 2016 and in full by Monday, June 20, 2016.
- Payment may be made in full at any time. Checks are made out to "Challenging Racism", with a notation for Learning to Lead 2016.

The costs are straightforward: hourly payment for the facilitators, expenses for the facilitators handbook for **Challenging Racism: Learning How *Through Stories and Conversations*** parent and community workshops and the **Challenging Racism: Learning to Lead** participant workbook, books and materials, and meals.

What is Included?

- The full time training skills of two facilitators.
- Breakfast, lunch and dinner.

- Materials are also provided. Participants will go home with a copy of the curriculum and facilitator's guide for the **Challenging Racism: Learning How** workshops for APS parents along with other resources.

Scholarships:

If you or your organization cannot pay the full fee, please explain in writing or call. Submit the application so that we know about you. Please let us know how much of the cost you could pay. We will make every effort to get the balance of your costs paid when you are accepted into the training. We are beginning fundraising efforts, so no promises. But this is our intent.

If you or your organization can provide a scholarship to another applicant, we would be grateful.

Challenging Racism: Learning to Lead

- This training will prepare you to co-facilitate discussions on race, second language, immigration, the achievement gaps, institutional racism, and other issues related to race and privilege.
- The curriculum used to practice facilitation in this training is **Challenging Racism: Learning How *Through Stories and Conversations***, developed for APS parent workshops on race that support eliminating the achievement gaps.
- The curriculum and materials are adaptable to other settings. The facilitation skills are applicable in meetings of any kind because the design helps you plan and facilitate meetings that move to action.
- You will work with experienced facilitators. The preparation will be both in content and practice.
- The class will include two days of Results Based Facilitation (RBF) training, a nationally recognized facilitation and leadership development program. The RBF training will be used to practice the **Challenging Racism: Learning How *Through Stories and Conversations*** curriculum.
- Results Based Facilitation (RBF) is a specific, hands-on method that enables people to practice the skills for getting different and better results in their meetings and conversations. The method is useful in one-on-one conversations, small groups, and large groups whether you are a meeting participant or meeting facilitator.
- We aim to connect you to Arlington history from the Civil War to the present with a focus on the groups of people that live here, and their interactions.
- You will be connected to a network of facilitators and others doing this work of education, training and moving to action around race, second language, immigration, privilege and other issues.
- Our goal is to help build a healing community in Arlington where all people can communicate honestly about race, institutional racism, and privilege.

- People who have completed the APS parent workshops on talking about racism (including **Challenge Racism: Learning How Through Stories and Conversations**), or the APS training for teachers currently called Becoming Culturally Competent will find this training to be a natural next step.

Facilitators:

The lead facilitator for **Challenging Racism: Learning to Lead**, Marty Swaim, has over 10 years of experience facilitating Challenging Racism, Results Based Facilitation, and APS teacher training. She is a certified Results Based Facilitation trainer. Co-facilitator, Shari Benites, is an experienced facilitator who has been with Arlington Public Schools for over 20 years. She is the Minority Achievement Coordinator at Yorktown High School and also Yorktown's Director, Center for Leadership and Public Service. Her work includes facilitating Cultural Competence training for staff, helping develop culturally responsive curriculum, and creating safe spaces for students to discuss issues of race and equity. Marty and Shari will be joined by other facilitators and special guests.

Steven Jones, Ph.D., the Co-Founder of [Results Based Facilitation \(RBF\) Network](#) and founder of [SEJ Consulting](#) will assist in the training. Steven has held senior leadership positions in private and public organizations leading change efforts, with 25 years' experience providing facilitation, coaching and training to organizations focused on building more effective workplaces. He develops coaching and training protocols that transform people's skills in the areas of leadership, team building, communication, systemic change, and diversity management.

Appendix III

*A sample session agenda for **Challenging Racism: Learning How Through Stories and Conversations***

First session: Getting Started: Who We Are

- Welcome and Facilitator and Group Introductions
- Purpose, Overview including: Connections to Teacher Training in [Cultural Competence at APS](#), Data References
- Guidelines for Safe Conversations: Parking Lot/Ouch/Stickers/Right to Pass
- Who We Are and What We Bring to the Table: A Circle of Questions
- [Definitions: Race: Are We So Different?](#) an Exhibition at National Museum of Natural History, Smithsonian Institution
- Responses to [Girl](#), from [At the Bottom of the River](#) by Jamaica Kincaid
- [Healing Conversations: Race and the Achievement Gap](#) by Julian Wiessglass
- Poem: [Where I am From](#) by George Ella Lyon
- [Tatum](#) Pages 18 and 19 *Identity: How many kinds of “identity” do you carry?*
- Check-out
- Evaluation/Comments
- Thank you for coming

Effective Questions for the First Session

1. What do we know about the variety of ways people in this room:
 - Describe themselves?
 - Bring their experiences with other cultures and/or people who are different from them to our discussion?
 - Bring to this discussion an area of comfort/practice/skill to this discussion on race?
2. How might you describe the goal of these conversations from the point of view of APS, parents and the community?
3. What is your goal for these conversations?

Next session: Identity and Whiteness

Preparation for next session, please read:

[Why Are All the Black Kids Sitting Together in the Cafeteria?](#) by Beverly Daniel Tatum

(copies of the book are available to borrow, you don't need to purchase it or any of the materials for the workshop)

- Chapter 1 *Race: Can We Talk? Definition of Terms*
- Chapter 2 *The Complexity of Identity* in Tatum

[White Privilege: Unpacking the Invisible Knapsack](#), by Peggy McIntosh

The goal for each session is to include experiences that:

- Increase our understanding of ourselves
- Improve our understanding of people who are different from us
- Provide practice in talking about race and other subjects that may be uncomfortable
- Explore how our roles as parents and teachers working to grow successful children can be improved by being able to talk about race and difference
- Move us from telling to others to listening to others and their stories
- Help us learn to ask questions of genuine interest when we encounter difference

We visualize developing skills in a connected circle of activities:

- Self- Others- Practice- Listening- Asking Questions- back to Self where one asks, “What do I do with this information that I learned?”
- Sometimes in this circle of questions/listening/learning/action one simply holds and recognizes what one learns. Sometimes the new knowledge leads to actions right away.