

UNIVERSITY FORUM GRANT REPORT 2018-2019

United to End Racism-WCU Building Sustainable Change on Campus

Summary of project: United to End Racism-WCU (UER-WCU) fills in identified gaps in anti-racism coalition and intersection oppression work at WCU. Rather than focusing primarily on giving new information (which many programs and groups effectively do already), this model focuses on skill building, healing, and renewal—teaching and using ongoing peer support strategies to help individuals process experiences related to racism and become more effective in their efforts to work toward ending racism and related forms of oppression and promote a positive campus climate both interpersonally and structurally. The initiative completed its fourth year in 2018-2019, having successfully fulfilled the funded proposal to deepen the capacities of leaders who are part of the UER-WCU group to use these tools to affect the campus more broadly, as well pilot a model to bring the core team’s capacities to the campus.

We look forward to partnering with the Office of Diversity, Equity and Inclusion next year and to building UER-WCU into permanent campus institutional structures for the purposes of providing broader access to the peer support tools needed to process experiences related to racism, internalized racism, and other oppression and to become more effective in our leadership to end oppression. Building our United to End Racism project will support recruitment, retention and wellbeing of faculty, staff and students of the Global Majority, as well as directly address deeper issues of campus climate through White allies gaining awareness of their unaware racism and building their capacities to struggle toward healing and more effective leadership to end racism and related oppression, and for all of us will create a more “beloved community” on our campus.

Applicants: Michael Burns, Daniela Johannes, Hannah Ashley, Eleanor Brown

Amount: \$5000

Grant Period: __August 2018- July 2019_____

Project goal and outcome attainment.

- I. Continue to provide this resource—in the form of ongoing meetings, one-on-one work, and intensive workshops—to the group of anti-racism leaders already in the group such that they can be more effective in their leadership and bring this model to the campus and groups they work with. *Goal met*
 - *Outcome: UER held meetings approximately monthly for ongoing members (individuals who had previously been trained in the model prior to 2018-2019, which includes the leadership team (including two People of the Global Majority and two White people) as well as seven other individuals, some who came very regularly and some who came sporadically (including five People of the Global Majority and two White people), totaling ten group meetings over the course of the year.*
 - *Outcome: UER began to develop a process for additional leaders trained in this model who could not make regular group meetings to stay connected to this network as affiliates.*
 - *Outcome: The leadership team met additionally approximately monthly during the semester, for a total of six meetings*
 - *Outcome: UER members were set up in pairs or threes for additional meetings in between group meetings*
 - *Outcome: UER members attended external intensive workshops, including Fall and Spring Brandywine Regional Workshops, the Black Liberation and Community Development Workshop, the Black Men’s Workshop, and other local group meetings.*

- II. Recruit an intentional, small (4-8) new cohort of individuals to learn the fundamentals of the model (this year focusing on members of the community who are not students—since last year’s group focused on students—and who are less represented in the group, include staff and men). *Goal met.*
 - *Outcome: A new cohort of six individuals was introduced to the model, receiving the training and support described above and below, including four People of the Global Majority and two White people; two were men; four women; one was a staff person and one was community volunteer, the rest faculty. See Goals I and III for description of activities*
- III. Hold a one-day intensive workshop for the core team, to complement the bi-weekly meetings. *Goal met.*
 - *Outcome: A one-day intensive workshop was held, facilitated by Apryl Walker on March 7, 2017, attended by eleven UER-WCU members and one regional UER member, not in the WCU group.*
- IV. Provide enough training in this model that 1-2 (or more) individuals in the group could become certified teachers of the model (currently, only one of us is certified and others who lead the groups do so under her supervision): *Goal partially met*
 - *Outcome: intensive training was provided for the core leadership team of four individuals (core leadership at this time is all faculty, including two White women, one Latina woman, and one Black man); as articulated in goals I and III above.*
 - *Outcome: official certification from the national organization was not yet applied for*
- V. Plan for and pilot how the core team of UER can serve as individuals who may be able to draw upon if challenges or conflicts arise in a group or unit, since core team members are now well-equipped to help others face oppression “safely” and help people think more clearly about how to move forward; this may be in the form of our successful open events that we have done in the past, or it may be to pilot targeted interventions upon request by units or organizations at the university. *Goal met*
 - *Outcome: Apryl Walker’s one-day workshop included a well attended event open to the entire campus, entitled “Climate (In) Justice: Environmental Racism in our Lives, Communities and Minds.” Over 40 students, faculty and staff attended the one-hour presentation which introduced individuals to the UER model, with a specific focus on how it can be used to think well and collaboratively about the climate crisis, the environment and how racism and White supremacy are integral to those emergencies and ongoing injustices*
 - *Outcome: meetings initiated with the Office of Diversity, Social Equity and Inclusion, as well as outside consultants from the National Coalition Building Institute (NCBI, Cherri Brown ED) and United to End Racism (Barbara Love, International Liberation Reference Person) about how to collaborate in an ongoing way at WCU*

Summary and next steps: The leadership team is very pleased with our outcomes this year, and even more pleased to be making plans to partner long-term with the ODEI as we design a plan to have UER as one core of wider diversity work on campus, as a partner in bringing the NCBI model to campus. NCBI and UER were founded by individuals who have the same core training and share the same perspective.

What separates NCBI from other things that I’ve seen is the understanding that unless people get a chance to do healing work, it’s hard for them to move forward. They get stuck in their hurts. Other programs deal with conflict by encouraging people to say how they feel, but I would notice that people

were still not able to let go of the hurt. They could name it, but they couldn't move beyond it. (NCBI report to the Kellogg Foundation)

UER successfully provided a space where the toxic effects of racism and other intersecting oppressions were processed, in a space of practiced peer support, cohesion and trust, towards the end goal of first supporting activists and leaders who are making institutional and structural changes, and growing to a network that goes beyond leaders to those interested but not yet taking leadership. The work of UER is directly in response to the University Forum overall objective: to “to provide faculty, staff, and students with the skills to engage in dialogues related to sensitive subjects...and provide safe venues for these discussions; and develop a pool of individuals who are well equipped to facilitate these discussions.”

Final budget

Budget: UER-WCU 2018-2019

Expenses	UF	In-kind/collaborative funding	Total
UER Facilitator-Leaders (4 leaders x \$30/hr x 4 hours/wk x 18 weeks (9 weeks of each fall and spring semesters))		8640	8640
Support for core team members to attend Black Liberation and Community Development Workshop + university van costs and Black Men's Liberation Workshop	2090		2090
Support for core team members to attend Brandywine Regional workshop(s)	1350	270	1620
UER Materials-- Royalties and Fees		500	500
On-campus one-day workshop: supplies and food	265.89		265.89
On-campus workshop facilitator (one-day intensive)	750		750
Total	4455.89	9410	13865.89