

## Overall Seminar Objectives

1. Learn to sit with the discomfort of our historical legacies
2. Develop vocabulary for intersectionality
3. Reduce blind spots, discover new ones and learn how to proactively deal with biases

## Prework

### *Required*

- Video: [Courageous Conversations about race](#)
- Video: [Chimamanda Ngozi Adichie - The danger of a single story](#)
- Video: [Dr. Philomena Essed - The 5 R's of Resisting Racism @ Powered by Diversity conference](#)

### *Optional*

- [Solving the Problem of Amsterdam's 'Black' and 'White' Schools](#)
- [7 Keys to having a Courageous Conversation with anyone](#)
- [Why Our Feminism Must Be Intersectional \(And 3 Ways to Practice It\)](#)
- [Intersection Episode 12: Why Is Santa's Helper Wearing Blackface?](#)
- [Video: A conversation on race](#)

### Further reading

- [How Europe underdeveloped Africa](#)
- [Black Skin, White Masks](#)

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## Session 1: Intersectionality

**Date: Thursday, October 18**

**Time: 18:00-20:00**

**Goal:** At the end of this session participants will have a solid understanding of intersectionality as it applies to race, class, gender, religion, sexual orientation.

**Objectives:** Building a shared vocabulary; developing a shared intersectional lens to reference throughout subsequent training sessions; establish a safe space

### Lesson topics:

- Introductions
- Set ground rules, terms of engagement

- Why is this important?
- Let's build a shared vocabulary
  - Isms: Race and racism, Class and classism, Gender and sexism, Islamophobia and homophobia

**Activities:** Identify your own identities, intersections and isms

- [How do you identify?](#)
- [Social identity wheel](#)

**Media:**

- [Kimberle Crenshaw TED Talk](#)

**Courageous conversation.**

- Identities and how they intersect
- The mainstream and the margin and how each aspect of our identity falls on that spectrum.

**Wrap up + check in + self care**

**Post work:** [Read Kimberle Crenshaw](#)

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## **Session 2: Biases and blind spots**

**Date:** Thursday, November 15

**Time:** 18:00-20:00

**Pework:**

[Unconscious bias at work](#)

[Howard Ross: "Everyday Bias: Identifying and Navigating Unconscious Judgments" | Talks at Google](#)

[Videos: #BlackInNL: Stories from the Afro-Dutch community](#)

**Goal:** By the end of this session, participants will be able to think more proactively about privilege, power, biases and marginality.

**Objectives:** An examination of biases and and how we interact when we show up in diverse spaces.

**[Lesson topics:](#)**

- Whiteness: Innocence / guilt / tears / privilege / fragility
- Privilege needs to be looked at in context
- White supremacy and that white is default
- Patriarchy
- Elitism
- Unconscious biases
- Microaggressions
- Emotional labor and marginality
- Intent vs. Impact

**Media:** Short reads:

[Sylvana Simons: Racism is accepted in the Netherlands](#)

[In France, a woman has been dismissed for her anti-racism. Where is our égalité?](#)

[White Fragility In The Workplace](#)

### **Courageous conversation.**

- In which ways do we feel privileged and marginalized?
- How do we define privilege and what do we do with it?

### **Activities:**

- [Cafe Society](#) - building critical awareness of affinity bias
- [Non verbal communication activity](#) (body language worksheet)
- [Physical appearance categorization](#)
- [Subtle prejudice activity](#)

### **Wrap up + check in + self care**

### **Post work:**

[Read White Innocence](#)

[Getting Called Out: How to Apologize](#)

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## **Session 3: Institutionalization**

**Date: Thursday, December 6**

**Time: 18:00-20:00**

**Pework:**

- [Understanding Systematic Oppression and Institutionalised Racism](#)
- [Institutionalized Racism in Europe](#)
- [Black Focus: Institutional & societal racism Netherlands](#)
- [Systemic Racism: Australia's great white silence](#)

**Goal:** By the end of the session participants will be able to identify the ways in which racial biases are institutionalized and how institutionalized racism impacts individuals.

**Objectives:** Understand how personal and implicit biases are adopted and institutionalized.

**Lesson:**

- What is systemic/institutionalized racism?
- How does it happen?
- How can we identify it?
- How does it impact the lives of individuals?

**Media:** TBD

**Courageous conversation.**

- A deep dive into the institutions in our lives and an exploration of how systemic racism is manifested
- How does this system privilege or marginalize us?

**Activity:** TBD

**Wrap up + check in + self care**

**Post work:** TBD

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## Session 4: Racism in academia

**Date:** Thursday, January 17

**Time:** 15:00-17:00

**Pework:**

- [A collective response to racism in academia](#)
- [Whiteness characterises higher education institutions – so why are we](#)

[surprised by racism?](#)

- [Racism in academia: the white superiority supposition in the “unbiased” search for knowledge](#)
- [Ramon Grosfoguel: "Decolonizing the University"](#) (video - 30:39)

**Goal:** By the end of the session participants will have a better understanding of how and why academic organizations can be more inclusive and their role as allies in improving this.

**Objectives:** To unpack the concept the difference between diversity and inclusivity.

**Lesson topics:**

- Inclusion versus diversity
- A critical look at academia and other European institutions
- Decolonize the curriculum movements

**Activity:** University of Color speaker

**Courageous conversation.**

- Who is granted access to “knowledge” and resources?
- Do you as students have a responsibility?

**Media:** TBD

**Wrap up + check in + self care**

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## **Session 5: Allyship**

**Date:** Thursday, February 14

**Time:** 15:00-17:00

**Pework:** TBD

**Lesson:**

- Allyship

**Courageous conversation.**

- An examination of our place in an increasingly diverse society and the roles that we play within our institutions.
- What’s your responsibility?

- Where, when and how can we show up more?

**Media:** [5 Tips For Being An Ally](#)

**Wrap up + check in + self care**

**Post work:**

[Guide to Allyship](#)

[Dear White People: Here's how to be a REAL ally instead of just playing one on social media](#)