

NTL Class, race and gender and other Intersections of Difference(s) - Dec 14-16 2011

Purpose:

Increase our understanding of models of identity and difference used in diversity, inclusion and equity work in organizations and communities and expand it by developing new models and skills relevant to the complexity of identities and differences in the 21st century.

Objectives:

At the end of this workshop, we will be more proficient at utilizing ours and others multiple identities and experience so as to develop more complex Diversity, Inclusion and Social Justice (Equity) interventions in today’s organizations and communities by:

- Critically reviewing models of identity and differences used in Diversity, Inclusion and Social Justice/Equity interventions and assessing their strengths and weaknesses.
- Understanding the impact of the interactions of class, race, gender, and other differences on ones’ and others’ individual identities.
- Examining how the power dynamics of differences interact to create similar and different systemic and structural inequalities in organizations and communities.
- Developing skills to support diversity, inclusion and social justice/equity goals in a globalized world.
- Assessing our own ability to engage with new models of identity such as simultaneity and apply them in organizations and communities.

Schedule:

	We Dec 14	Th Dec 15	Fr Dec 16
9:00 9:30 10:30 10:45 12:00		- Check-in - Activity: What we know and what we want to learn -Simultaneity Activities -Break -Debrief and Individual Awareness cont.	- Check-in -5 Skills for simultaneity: Input, self-assessment & fdbk -Break - Teach-ins -Reflection
12:30-1:00	Registration	12:30-1:30 Lunch	12:30-1:00 Lunch
1:00- 2:00 3:00 3:15 4:00 5:00	-Introduction(s) - Models and theories of differences: A historical framing -Break - Models and discussion cont. -Reflection and Tools: Tracking, Feedback, others -End of day	1:30 – Power and Intersections of differences: Opportunity Walk Activity & debrief -Break -Terms clarification and the Org. Societal Levels: Inequality & Power 4:30 -Reflection 5:00 –End of day	1:00 Presentations: “Back home” application projects 2:30 Consulting Trios 3:30- Discussion, reflection evaluation & closing 4:30 –End of workshop