



Leadership Tomorrow Mid-Year Retreat on Race and Racism *Pre-Retreat Reading and Reflection Guide*

We are excited to see you at the Mid-Year Retreat! To make the most of our time together, we will be assuming you have each read, watched, and journaled about the appropriate materials below. You have seen some of these in previous prework. Please contact Tamara with questions at tamara@leadershiptomorrowseattle.org.

For Reflection Before the Retreat

Goals: Please review your journal to revisit the learning goals you set for yourself before the Fall Retreat. Spend some time journaling about the following questions:

- *Have you made progress toward any of the goals you set at the start of the year? Which? Have your goals changed at all? How?*
- *What specific steps have you taken to work toward your goals so far this year that you want to continue?*
- *What specific new actions will you commit to take to expand your learning and move toward your goals between now and June?*

Hopes and Fears: Please spend a little time journaling about your hopes and fears for this retreat. If possible and desirable, try to share about these with your Quad prior to the retreat. How can you support each other throughout the weekend?

Reflecting on Race: Between now and the Retreat, be aware of the presence of race, ethnicity, and privilege in your life. Keep track of your observations and your thoughts on the following questions in your journal and bring it to the retreat.

- *Where, how and how often do they insert themselves into your day-to-day life?*
- *What changes in your behavior, attitudes, or perceptions of a situation are impacted by considerations of race as you “live your life?”*

Resources for All Cohort Members

To start the retreat with some shared foundations, we ask that everyone in the class please read these resources, most of which are fairly short:

- **Terms and Definitions:** Please reread the list of Terms and Definitions that are attached to the Retreat prework email. These are the terms we worked with at the Fall Retreat. *Note which terms have been in circulation most so far this year, and which least. At this time, which are you most and least familiar with? Which do you find yourself most curious to know more about?*
- **Lab 2 Team Norms:** Please read through the list of norms each team developed to support its Lab 2 project and process. *Notice the common ground and the divergences. Note which norms speak most to you. Which norms could you adopt for future work with other teams?*
- **Read Bobbi Harro’s “[Cycle of Liberation](#)”** (we explored the “Cycle of Socialization” during the Fall Retreat).
- Peruse the **AORTA Collective’s Resource “[Tips for Naming, Intervening, and Addressing Systemic Power](#)”** which offers some resources for sharing power and addressing harms in group spaces.
- Review **Crossroads** article about the [relationship between anti-racism and racial equity](#).
- Review these **resources on [Open Space Technology](#)** and the idea and practice of the [UnConference](#), both of which resemble some of the time we’ll spend together during the retreat.



Resources for White Members of the Cohort

We ask that all participants who identify as white please watch and read the resources below and take note of topics that touch on your learning edges that you hope to explore further this weekend.

- Read [White Supremacy Culture](#) - Kenneth Jones and Tema Okum - (paper)
- Watch [Deconstructing White Privilege](#) - Robin DiAngelo (20 mins)
- Read pp. 5-15 "[Nothing to Add: A Challenge to White Silence in Racial Discussions](#)" – Robin DiAngelo

Caucusing Resources

All members of the class, if you have not yet read them, please read Kelsey Blackwell's essay and the Crossroads piece below, and explore other resources in the link below as you find useful.

- Read [Why People of Color Need Spaces Without White People](#) - Kelsey Blackwell
- Read [Racial Identity Caucusing: A Strategy for Building Antiracist Collectives](#) - Crossroads
- Find other resources on racial caucusing as a strategy [here](#)

Caucusing (also called organizing as racial affinity groups) is a process of organizing into race-based discussion groups for the purpose of exploring ideas or experiences that can be challenging to explore in mixed-race groups. As you have seen this year, sometimes groups caucus in a binary way – white people and people of color, for example, break into separate groupings.

For some people of color, this strategy feels useful because it creates breathing room to share perspectives across racial identities without the disruptive dynamics white people sometimes bring to conversations about race and racism. Other times, people of color break into more specific affinity groups – Indigenous or Native, Asian American & Pacific Islander, South Asian, Black and/or African American, and other groupings. We saw this at the Education Challenge Day when some of your Asian American colleagues continued a breakout affinity group after the larger POC caucus. This strategy can be useful because it can give people of color the opportunity to think about how their specific racial identity shapes social experiences and positions them in relation to racism.

White people can meet as large or small groups, too, sometimes organized with consideration to intersecting identities or structures of oppression. For example, some white men caucused together at the Health and Wellbeing Challenge Day. White people can sometimes benefit from looking at the specific ways they relate to whiteness given other aspects of their social location (class, age, ability, gender, etc.). This is true for all groups of people of color, as well. (See short video: [What is intersectionality?](#) 3 mins)

Caucusing doesn't mean discussions will be easy, but the process can create space for focused discussions that might be more difficult to have in socially diverse groups. LT supports racial caucusing as one conversation strategy among many others that has unique strengths and we will continue to work with it as a strategy this year, including at the retreat.