Friday

1. greeting at door, sign-in, dinner, mingling

2. DMR Intros (short and sweet, more extensive Sat. AM)

3. Group Interaction warm-up (To be revealed by Nadya and Kim at workshop)

4. Community Visioning-
   a. What is good about our community? Strengths, positive aspects.
   b. What do we want our community to be/look like and how does it make us feel? with rapid fire ‘prompt’ questions from trainers; lots of calling out from participants and furious writing on the wall by back-up trainers/support folks.

4a. Transition - ‘this Community Vision is what we want and why we're here. Here is what we're going to do this week end to start us on that journey....’

5. Overview - Agenda, materials, orientation etc.

6. Ground rules - breifly laid out with no discussion

7. Working Assumptions - Re-worked now lighter and more inspiring. Ending with ‘why do we do this work?’ pull from Community Visioning reasons such as ‘love, fellowship, hope, empowerment, inspired, included/belonging’

8. Journaling assignment and close.
1. **Breakfast**

2. **Expanded Intros**

3. **I remember...** Group break down from warm-up

4. **Stages of Organizational inclusiveness** - journaling exercise: list 5 personal group interactions (work, religious, gym, volunteer etc.)

5. **Manifestations of Racism: personal and cultural**

6. **Institutional Racism** - building the not Foot ID model

7. **Wheel of Oppression** - Build the wheel on board, have participants fill in blank wheel. Brief journaling personal perception of wheel.

8. **Lunch** - with peer counseling if necessary limited to 10 min ‘sessions’ with collective members

9. **Caucus.** Check in
   - **White Caucus** - Manifestations, wheel, spiral, reconfirmation of ‘why we want to do this’
   - **POC Caucus** -

10. **History**

11. **Iceburg**

12. **White Priveledge**

13. **Level the Playing Field**

14. **Caucus**

15. “**Cultural Sharing**” - humourus tension breaker

16. **Dinner & socializing**

17. **Close and Journaling assignments**
1. Breakfast

2. Caucus Check in

3. Agents of Change - Choices and responsibilities w/ journaling exercise

4. Power Inequities break downs in inter group/personal relationships

5. Individual assessments writing

6.

7.

Lunch

(Afternoon)

I remember #2

Personal Plan of action - using journaling exercises

Evaluation

Closing