



CROSSROADS ANTIRACISM ORGANIZING & TRAINING

DISMANTLING RACISM, BUILDING RACIAL JUSTICE IN INSTITUTIONS

FORMING AN ANTIRACISM TEAM: OVERVIEW

Since 1986 Crossroads has been assisting institutions of all types and sizes to create and train antiracism transformation teams.

The team formation process is multi-faceted and requires endorsement by institutional leadership (its formal decision-making body). While team creation is specifically designed to meet the distinct needs of each individual institution, the following steps are typical:

Pre-Endorsement / Exploratory

An ad hoc group attends an *Introduction to Antiracism* workshop (4-6 hours). The group may then experience an *Analyzing & Understanding Systemic Racism* workshop (2½ days). Determining interest in exploring formation of an institutional Antiracism Team, they move to the next step of the process and officially request Leaders to authorize the exploration of creating an Antiracism Team. The group may invite Leaders to an analysis training, or Crossroads may lead an introductory workshop to assist Leaders in understanding the Team purpose and process.

Formal Team Design

Determining the need for institutional change, Leaders mandate the formation of a Planning & Design Task Force. Assisted by Crossroads, they begin developing a formal proposal to create an Antiracism Team.

Once the Leadership approves the proposal, the Planning & Design Task Force identifies Project Coordinators, recruits/selects Team members and sets team training dates. A Crossroads staff person, serving as lead Organizer/Trainer to the institution, works with the institution's designated Project Coordinators.

Equipping the Team

Once selected, team members acquire skills for developing short- and long-term strategies to dismantle racism within the institution's structures. Specific skills include: analysis of systemic racism, research and evaluation, teaching, and

organizing. This training process typically lasts 12-18 months, and takes place in three phases:

- **Team Analysis** – Begins with a one-day orientation followed by an event where the Team develops an identity, an analysis, and team member relationships (3½ days). This event is followed by several months of team research and data collecting specific to the institution.
- **Team Skills & Strategy Development** –Team members attend training to focus on organizing skills and strategy development (5-6 days). At the conclusion of this period, action plans are presented to institutional leadership for approval. Crossroads provides advice and support while the team completes and begins to implement their strategic plan.
- **Follow-up Consultation** – Six months after the Team Skills training, Crossroads facilitates a one-day Team consultation. At this time the Team tracks progress, and completes and affirms proposed strategies.

Ongoing Support for Teams

We offer a variety of workshops to assist teams with their ongoing work. These workshops are intended to take place in the context of the team's overall anti-racism organizing:

- *Creating and Contextualizing Your Team's Introductory Model*
- *Adding to the Organizer's Toolbox*
- *Organizing With Stakeholders*
- *Applying the Analysis to Your Institution*
- *Understanding Caucusing and How to Caucus Effectively*
- *Exploring & Examining Identity Development: Understanding the Process of Internalization*
- *Learning and Living Accountability*
- *Understanding & Using History as a Tool for Organizing*
- *Developing Antiracist/Anti-Bias Identities in Children and Youth*
- *Team Renewal & Rejuvenation*

A Crossroads Organizer/Trainer can assist in determining which may be most beneficial.