Carlos Muñoz, Jr.

*Latin@s and the Politics of Race*

Dr. Carlos Muñoz, Jr. is a prominent political scientist, historian, journalist, and public intellectual. An educator, author, and activist, Dr. Muñoz is also Professor Emeritus in the Department of Ethnic Studies at the University of California in Berkeley.

Melissa Harris-Perry

*Race, Citizenship, and American Politics*

Melissa V. Harris-Perry is host of MSNBC’s show: “Melissa Harris-Perry.” Dr. Harris-Perry is also professor of political science at Tulane University, where she is founding director of the Anna Julia Cooper Project on Gender, Race, and Politics in the South.

**Agenda**

**Day One: October 15, 2012**

8:30–10:00 a.m.

*Opening Keynote:*

Carlos Muñoz, Jr.

10:15–11:45 a.m.

*Morning Breakout Sessions*

12:00–1:00 p.m.

*Lunch and presentation of Alix Olson Award by STAJOH*

1:15–2:45 p.m.

*Afternoon Breakout Sessions*

3:00–4:30 p.m.

*Closing Keynote:*

Melissa Harris-Perry

5:00–6:30 p.m.

*Social Justice Resource Fair*

**Day Two: October 16, 2012**

8:30 a.m.–4:30 p.m.

*Post-Summit Action Institutes*

1. Community Organizing & Racial Justice Leadership
2. Why Place and Race Matter
3. Racial Justice Advocacy Camp
4. Creating Social Justice in Organizations: Dismantling Institutionalized Racism
October 15 breakout sessions

Breakout sessions are grouped by topic. However, you can mix and match sessions from any topic. Morning (AM) sessions are 10:15 to 11:45 a.m. Afternoon (PM) sessions are 1:15 to 2:45 p.m.

If you are interested in **immigration**...

**AM1 How Immigration Works**
The Community Immigration Law Center (CILC) provides legal information regarding immigration to individuals and groups who might otherwise not have access to the legal system. In this session, they will provide training and education on immigration law and immigrants’ rights. *Habrá intérprete en Español.*

**PM1 Immigration Rights & Social Justice**
Explore the topic of Immigration Rights and Social Justice with conference keynote, Dr. Carlos Muñoz Jr., one of the preeminent figures in the struggles for civil and human rights, social justice, and peace in the United States and abroad. Dr. Muñoz played a prominent leadership role as a founder of the Chicano Civil Rights Movement, has served as a leading organizer of various multiracial coalitions, and has co-founded the Institute for Multiracial Justice in San Francisco, California; and Latinos Unidos, a grassroots community organization in Berkeley, California.

If you are interested in **workforce diversity**...

**AM2 Workforce Diversity and Inclusion**
Join a panel of Madison-Area Diversity Roundtable (MADR) members to learn about best-practices to create and foster an inclusive work environment, as well as successful strategies for organizational benchmarking and accountability. Presenting companies are Kraft/Oscar Mayer, Madison Gas and Electric, M3 Insurance, and St. Mary’s Hospital. MADR is comprised of large local businesses and non-profits who work together to improve diversity and inclusionary practices internally and through outreach efforts in greater Madison.

**PM2 Private and Non-profit Partnerships for Diversity & Inclusion**
This panel will address barriers to employment for people of color in Dane County and will discuss specific programs and strategies that target these disparities while assisting area businesses that are looking to diversify. Panelists include representatives from the Latino Academy, the Urban League of Greater Madison, and YWCA Madison.

If you are interested in **intersectionality**...

**AM3 Intersection of Faith and Racial Justice**
Learn about and discuss the intersection of religion and racial justice. The session will include discussion and a panel featuring: Nasra Wehelie of Dedicated Consultants, Linda Ketcham of Madison-area Urban Ministries, and Rabbi Renee Bauer of the Interfaith Coalition for Worker Justice. They will discuss strategies that their interfaith organizations and/or faith communities use to engage people to work for and advocate on behalf of racial and social justice.

**PM3 Intersections of Race, Gender & Sexuality**
Join Freedom Inc. and Gay Straight Alliance for Safe Schools (GSAFE) to explore the intersections of race, gender, and sexuality. Freedom, Inc. engages low- to no-income communities of color to create healthy communities by organizing against the root causes of violence, creating new definitions and solutions of identity and resiliency, and empowering all community members as change agents. GSAFE increases the capacity of LGBTQ youth and students, educational staff, and families to create school environments where all LGBTQ youth and students thrive.

If you are interested in **health and human services**...

**AM4 Health Equity and Health Disparities**
Health Impact Assessment (HIA) is a framework that engages diverse sectors and communities to consider potential positive and negative health impacts of decisions on communities and populations. HIA is a tool that makes explicit links between health outcomes and broad drivers of health such as community design, social and economic factors, housing, etc. This session, presented by Paula Inzeo, will provide an overview of the background of HIA, explain what HIA is, and how HIA can increase equity in decision-making processes.

**PM4 Communicating Across Cultures**
Looking at culture through the lens of race, the YWCA offers this introductory training to broaden intercultural and interracial awareness and to improve intercultural and interracial communication. With a focus on racial and ethnic diversity in the United States, participants will learn more about themselves and the role culture plays in our everyday interactions and how to navigate these interactions in conscious and culturally-appropriate ways.
### October 15 breakout sessions

If you are interested in **criminal justice**...

**AM5 Judgment Under the Radar**
Judgment Under the Radar was designed to begin a discussion about unconscious bias, cultural competence, and social justice issues for people who work in the criminal justice field. Upon completion of the training, participants will understand how cultural competence can influence the outcome of how services are provided to the community they serve. Participants will learn strategies for incorporating some changes in how services are provided to community members and how to connect better with community members. Presented by Madison Police Department staff.

**PM5 The Price of Hate**
Seeking Tolerance & Justice Over Hate (STAJOH) will share innovative tools that they have developed in partnership with La Follette High School to address hate crimes and bullying with youth. STAJOH is composed of representatives of government agencies from the City of Madison, Dane County, the Madison Metropolitan School District, the State of Wisconsin, and the University of Wisconsin-Madison, as well as community-based agencies throughout Dane County. STAJOH shares information and resources to address hate crimes in our community.

If you are interested in **education**...

**AM6 Restorative Justice as an Approach to Dismantling the School-to-Prison Pipeline**
Restorative Justice is an alternative way of looking at harm and conflict that focuses on repairing the damage done to people and restoring relationships rather than punishing offenders. The three main goals of restorative justice are accountability, community safety, and competency development. In this session presented by YWCA staff, you will learn about Restorative Justice and how it can be used as a strategy to derail the School-to-Prison Pipeline while building empathy and community in schools.

**PM6 Advocating for Educational Equity**
Local education advocates will present strategies to create equitable schools for all of our students. Participants will learn effective strategies that are currently being employed in the greater Madison community to advocate on behalf of underrepresented student populations and will learn how to get involved. Session presenters include the Latino Education Council, the PEOPLE Program, and Madison Metropolitan School District staff.

If you are interested in **public policy and advocacy**...

**AM7 Dane County Racial Disparity Reduction Project**
The Dane County Racial Disparity Reduction Project is a multi-year effort to measure, track, analyze, and address the county’s significant racial disparities between whites and blacks across a wide range of categories that influence well-being and success. The session will begin with a discussion of the role sound data can play in strengthening advocacy, public policy, accountability, fundraising, and the identification of effective approaches for reducing racial inequities. Presenters will also seek feedback and partnership ideas from attendees.

**PM7 Voter Disenfranchisement: What’s Happening and How Can We Respond?**
The right to vote is the most essential democratic right. To deny this most basic right to voters without ID—like many voters who are low-income, African-American or Latino, homeless, college students, elderly, disabled, or living in rural areas—denies some citizens the right to participate in our democracy. Learn advocacy strategies to work against voter suppression that can be applied to other racial justice issues. Presenters are the ACLU, the League of Women Voters, and State Representative JoCasta Zamarripa.

### Racial Justice Summit Breakout Schedule

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<td>PM1: Immigration Rights &amp; Social Justice</td>
<td>PM2: Partnerships for Diversity &amp; Inclusion</td>
<td>PM3: Intersections of Race, Gender, &amp; Sexuality</td>
<td>PM4: Communicating Across Cultures</td>
<td>PM5: The Price of Hate</td>
<td>PM6: Advocating for Educational Equity</td>
<td>PM7: Voter Disenfranchisement</td>
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The Post-Summit Institutes, held from 8:30 a.m. to 4:30 p.m. at the Monona Terrace, will give participants the opportunity to work for concrete change in our community. Attendees will put into action the skills and concepts learned at YWCA Racial Justice Summits. Groups will remain together throughout the day and are encouraged to continue working together after the institute. Attendees should choose ONE institute to attend for the entire day.

**Institute 1. Community Organizing & Racial Justice Leadership**  
*Presented by the Organizing Apprenticeship Project and the Applied Research Center*

Strengthens the cadre of leaders and organizations ready to confront, not ignore, the color line. This program combines leadership development and political analysis with strategic planning and organized action focused on addressing structural racism. Learn how community organizations and government entities are instituting new practices such as Race Equality Impact Assessments and Community Roundtables to foster greater inclusion and equity in social policy and service delivery.

**Institute 2. Why Place and Race Matter**  
*Presented by PolicyLink Deputy Director Mary Lee*

Racism and racial disparities are foremost among the challenges facing communities of color throughout the country. In a new report, *Why Place and Race Matter*, PolicyLink examines how racially-based barriers to opportunity and conditions in neighborhood environments intersect and impact the health of individuals, families, and communities. This training session builds on the analysis, framework, and recommendations of the report. The curriculum is designed to explore the impacts of race and place and to encourage the implementation of policies and strategies to reduce racial disparities and build healthy communities.

**Institute 3. Racial Justice Advocacy Camp**  
*Presented by the Wisconsin Council of Children and Families (WCCF) and The Progressive Magazine*

WCCF Legislative Advocacy Training will help participants navigate the state budget process and advocate for issues in the state budget, explain different strategies to communicate with legislators, and assist attendees in knowing who their legislators are and what district they are in after the redistricting process. Then, in the afternoon, *The Progressive* Media Project will conduct a hands-on workshop that will empower participants with the confidence and the toolkit needed to write successful op-eds and communicate messages more effectively.

**Institute 4. Creating Social Justice in Organizations: Dismantling Institutionalized Racism**  
*Presented by Kathy Obear Ed.D. and Dr. Becky Petitt*

Well-intended diversity initiatives often fall short of the desired outcomes. While increasing awareness, most initiatives don’t create significant, sustainable organizational change, much less dismantle the institutionalized racism inherent in most organizations. How can social justice educators create inclusive organizations through systemic, long-term culture change? This institute explores best practices and lessons learned from strategic organizational change efforts to create inclusive, socially-just organizations. Participants will receive a workbook of materials to use as they create systemic, sustainable change.
YWCA racial justice training opportunities

Is this the first time you are thinking about racial justice? The YWCA encourages you to start your journey with our racial justice workshop series.

The YWCA is pleased to offer a series of workshops designed to help people continue their personal journey to eliminate racism.

**Level 100: Communicating Across Cultures**  
This workshop explores the role that culture plays in communicating and resolving (or escalating) conflicts across racial lines. With a focus on racial and ethnic diversity in the United States, participants in this workshop will learn about verbal and non-verbal communication and conflict styles.

**Level 200: Deconstructing Racism**  
This workshop is an external examination of how racism is embedded in the historical legacy of the United States in our laws, economy, housing markets, and institutions, including our criminal justice and educational systems. By considering this historical legacy, participants will understand the impact that past policies still have on our society today.

**Level 300: Exploring Privilege**  
This workshop offers the opportunity for internal exploration by combining constructive dialogue with interactive activities. This workshop includes a screening of *Mirrors of Privilege: Making Whiteness Visible*. The stories highlighted in the film are insightful, poignant, and speak to the subtle and overt behaviors stemming from bias that take many forms: personal, interpersonal, cultural, institutional, and systemic.

To learn more about each workshop, visit [www.ywcamadison.org/rjworkshops](http://www.ywcamadison.org/rjworkshops).

**Upcoming Workshops**

**Fall Session**  
Level 100: September 27, 8:30 a.m. to 4:30 p.m.  
Level 200: October 25, 8:30 a.m. to 4:30 p.m.  
Level 300: November 29, 8:30 a.m. to 4:30 p.m.

Fall sessions take place at the YWCA Empowerment Center (3101 Latham Drive).  
Register using the form on page 7 or online at [www.ywcamadison.org/workshopregistration](http://www.ywcamadison.org/workshopregistration)

**Racial Justice Certificate Program**  
For an intensive and cumulative learning experience, the YWCA offers a racial justice certificate program for participants who attend all three racial justice courses and complete assignments between each level.
Thank you to our event sponsors!

**leadership sponsors**

- Sheriff
- Madison Metropolitan School District
- MMGI
- St. Mary’s Hospital
- Meriter
- University of Wisconsin Platteville
- Urban League of Greater Madison
- Best Midwest

**collaborators**

- Institute for Justice Education and Transformation
- VPCDO
- Police University
- University of Wisconsin-Madison School of Social Work
- National Council on Crime & Delinquency

**partners**

- Benavides Enterprises & Centro Hispano
- Center for Family Policy and Practice
- City of Madison, Paul R. Soglin, Mayor
- Community Shares of Wisconsin
- Dane County Department of Equal Opportunity
- DoubleTree Madison Hotel
- Journey Mental Health Center
- Madison College
- STAJOH
- The Road Home Dane County
- United Way of Dane County
- Wisconsin Coalition Against Domestic Violence
- Wisconsin Coalition Against Sexual Assault
- Wisconsin Council on Children & Families

**join us as a sponsor**

The Racial Justice Summit is an excellent training opportunity for your staff. Sponsorship is a cost-effective value for organizations registering a group. Contact Kristy Lust or Colleen Butler to confirm your organization’s participation. Call 608.257.1436, option 2 or email klust@ywcamadison.org or racialjustice@ywcamadison.org.

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Summit and workshop registration

Name (please photocopy form for additional guests)                      Company/Organization

______________________________________________________________________

Address                                                                 City/State/Zip

______________________________________________________________________

Home phone number                                                     Business phone number

______________________________________________________________________

Email address

Special accommodations (dietary or other): ______________________________

summit registration fees
Register before September 7, 2012, to save! On September 7, summit prices increase by $50.00. The registration deadline is October 5.

- One Day (Summit Only): Oct. 15
  - early bird: $125
  - regular: $175

- Two Days (includes Post-Summit Institute): Oct. 15-16
  - early bird: $225
  - regular: $275

- Closing keynote & evening reception only: Oct. 15 at 3 p.m.
  - $50

- Scholarship Fund Donation: Amount $ ___________
  Your scholarship gift allows individuals to attend the Summit who could not otherwise afford to register.

breakout session selection
Please refer to pages 2-3 for breakout sessions details. Rank your selections in order of preference.

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<td>Breakout (PM) 10/15 1:15–2:45 p.m.</td>
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Post-Summit Institute selection
See page 4 for details.

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<td>Post-Summit Institute 10/16</td>
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YWCA racial justice workshop registration fees
Please check all that apply

- Fall 9/27, 10/25, 11/29
  - full series: $250
  - OR: $100

- $100
- $100
- $100

payment method
For instructions on returning this form, see sidebar.

- Pay online: www.ywcamadison.org/summitregister.

- Enclosed is my check #______________ for $______________ made payable to the YWCA Madison.

- Charge my Visa/Mastercard $ ______________

Authorized Signature

Credit Card Number

Expiration (month/year)

www.ywcamadison.org | 608.257.1436 x2
mobilizing for racial justice
strategies for action and advocacy

YWCA Racial Justice Summit
October 15–16, 2012
at the Monona Terrace (1 John Nolen Drive)

get involved
YOU have the power to make a difference!

register online at
www.ywcamadison.org/summitregister

The Summit is presented in partnership with STAJOH.