

Grappling with **Racial** Inequality, How Can We Create a Better World: 90 min total

Introduction and Icebreakers (10 min)

What brings you to this work and what work do you do? What brings you to this workshop?

Setting Group Agreements (5min)

Let's set parameters so we can all engage in this space in a meaningful way (elicit responses- here are some if there is a lot of silence)

Glitter not shade
Don't Yuck my Yams
Listen Respectfully
Step up, Step Back

Workshop Introduction (5min)

Cooperatives operate within our larger systems. Cooperatives are affected by the economic system, the legal system, systems of oppression such as race, gender, and sexual discrimination and yet strive to create a better world. In order to do this effectively we must be able to talk about some of these systems and engage with them intentionally in creating alternative less oppressive spaces.

I'd like us to define some of these words, then brainstorm some ways that Cooperatives may re-iterate some of these systems of oppression.

Core Definitions (10 min)

Let's work as a group to define these terms- can anyone give me a definition for this one?

Facilitator should take several notes on each definition (one at a time). Then explain that the following are the definitions that we use at CoFED.

System of Oppression: A system that benefits certain people over others repeatedly and over time.

Power: the ability to influence or control events.

Privilege: benefitting from a system of oppression.

Target Group/Oppressed: being disadvantaged by a system of oppression.

Okay, Lets take some time to brainstorm how Coops may reiterate privilege or not challenge a system of oppression (unintentionally or intentionally).

Brainstorm Ideas (15min)

Lack of Anti-oppression policies
One member, one vote (when the marginalized member is alone)

Not taking an active role in local politics
Locating in Gentrified Areas, and not understanding why people don't come in from the community
Shopping from only other cooperatives (that are run by privileged identities)
Hiring people that 'seem like a good fit' (Implicit Bias)

Focusing in on Race: (25 min)

DEFINING RACISM (5 min)

How do you define racism?

Ask participants for their thoughts, then give CoFED definition.

Racism: Academic writers Omi and Winant argue that in the United States race is formed through social construction, its importance is determined by social, economic, and political forces. Those forces uphold some and disenfranchise others based on their socially constructed race.

Statistics About Race (10 min)

Set up the room so that pieces of paper with True and False are posted at opposite sides of the room. Read through the statistics and give the group time to pick a side. Then read the "True Fact". Having a prewritten chart to illustrate the facts is helpful. If there is time, ask why participants chose to stand to a certain side (popcorn style)

We will play the True/False game again with these facts:

- In 2013 the Median White income was $\frac{2}{3}$ higher than the non-white income.
TRUE, White income: \$55,800 and non-white: \$33,600.
- From 2010 to 2013 the gap between white households and black household net worths decreased.
FALSE, It increased from 8x to 13x.
- In 2013, for ages 25-29, white people were almost twice as likely to have a bachelor's degree than black or latino people.
TRUE, 40.5 percent compared to 20.5 and 15.7, API people had the highest number of bachelor degrees 60.1 percent.
- White neighborhoods are twice as likely as Black neighborhoods to have a grocery store.
FALSE, 4 times as likely.

Return to Large Group (10 min)

Was any of this new? What is your reaction?

Facilitator can provide break if needed.

How can we create power? (5min)

Cooperatives sit in a position, where wages increase, ownership increases, workplace investment increases. All of these are super positive and great, so how can we also make them places that push political boundaries, challenge racism and sexism (not just internally but socially). How can we make them the places that make our dreams become realities. What point of intervention do food coops hold? How do they can the be powerful?

Brainstorm ideas that allow coops to push the boundaries and build power. (15 min)

Small Group Work (10 min)

Close out Share with group one word (2min)