

RACE, CULTURE AND INCLUSIVE PROFESSIONAL PRACTICE

WORKSHOPS BY ANNA VO

Mi 4.6.14 / 15-19 Uhr / Raum 124

Do 5.6.14 / 15-19 Uhr / Raum 234

ALICE SALOMON HOCHSCHULE, ALICE-SALOMON-PLATZ 5, 12627 BERLIN

Mi 4.6.14 / 15-16.30 Uhr / Raum 124

***READING, SHARING EXPERIENCE and
WORKSHOP ABOUT WHITENESS***

Interpersonal perspectives > Reading about immigrant family, experiences of discrimination in the workplace, and the burden of assimilation. Also readings about race, gender, assimilation, language integration, racism and tokenism in organising and working in white-dominated societies. She will open to questions about the readings and ask if anyone would like to share their experiences around race or gender identity, then support them or facilitate those discussions. If audience is predominantly white, or male, she will workshop how to avoid oppressive practices. And run through common mistakes/dominating behaviours that occur within different settings, including in social work professional practice. This part can run for a long time, because there are so many things to talk about in a social work situation...!

Mi 4.6.14 / 17-19 Uhr / Raum 124

WORKING WITH INCLUSIVE PRACTICE

Organisational inclusion > Based on workshops consulting with organisations or spaces (collectives, social centres, NGOs, free schools, asylum seeker centres, etc) intended to be inclusive or designed for refugees or POC. Almost all of them had no POC organising members, which is the first fatal flaw. Address issues and conflicts they encounter internally and with users of the space, and talk about ways to be more inclusive, or run more effectively. Ask everyone questions about their experiences and do mediation or social support for staff. All of the time it's about pointing out things that i find fairly obvious, but are maybe hard to see when you are in the throes of constant organising. Examples are:

* Admit that your resources are limited and plan within those limits. This is more sustainable and helpful in the long run.

* Prioritise and be clear about your policies and politics before you dive into a community you might not have lots of insight into. Whats more important to you - inclusion or controlled spaces/behaviour?

* On a related note, are you expecting assimilation, ie. that users of the space conform to the norms or standards of the dominant culture? Or is the organisation open to a multiplicity of approaches and cultures? How will you negotiate conflicts between different interests?

* Are you willing to give over control of the policies and mission statement of the space/service? Is there a transparent process for including local residents as organisers, opening up to ideas for use of the space/service, and is there a real and accessible way that all people or users can make important decisions or changes to the space/service?

It is important to establish firm ground for theoretical and practical approaches. Be clear about reasons for doing things, like ethics or mission statement of organisation. Refer back to core intentions.

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***EMPOWERMENT WORKSHOP
(for those negatively affected by racism only)***

Talk about all issues around racism and/or gender affecting participants. In their studying, with friends, at home or work. Oppression, the white gaze, racism, internalised racism and shame... anything people want to share. Micro counselling involved. Some group mediation if necessary. The purpose of this workshop is release, confidence, solidarity, strength and empowerment. If people want to, or are interested, we could follow this up with a zine making or writing workshop, which are two ways to cope, share and release around negative experiences.

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***EMPOWERMENT WORKSHOP
(Everyone welcome)***

Share points from previous workshop to all people, to all allies who want to listen.

This is a rare opportunity to get feedback about the racism experienced by people in the school, everyday life or in other services.

ALL WORKSHOPS WILL BE TRANSLATED INTO GERMAN

ABOUT ANNA VO:

ANNA VO HAS WORKED AS A COMMUNITY ARCHITECT, MEDIATOR AND COUNSELLOR IN EIGHT COUNTRIES. SHE WRITES AND SPEAKS ABOUT GENTRIFICATION, POST-COLONIALISM, GENDER AND CULTURE AT VARIOUS UNIVERSITIES, CONFERENCES AND EVENTS. SHE HAS FACILITATED WORKSHOPS ABOUT INCLUSION, RACE AND GENDER IN OVER TEN COUNTRIES FOR DIFFERENT GROUPS AND ORGANISATIONS. SHE ALSO FACILITATES EMPOWERMENT WORKSHOPS FOR POC-ONLY TO BUILD COMMUNITY AND FIGHT DISCRIMINATION.