

BYM Change Group Training

[Frederick Friends Meeting](#)

January 19: “[Hold Space for Transformation](#)”

March 2: “Reflect on Yourself to Stop Implicit Bias”

The Growing Diverse Leadership *Ad hoc* Committee and the Working Group on Racism invite you to this free Change Group training to realize our vision of overcoming racism and becoming a multicultural religious society.

Our lead facilitator is
[Dr. Amanda Kemp...](#)



...assisted by [Dr. Erika Fitz](#)



Both are members of a Lancaster monthly meeting.

Each training session will be from 10 a.m. to 5 pm (with an hour lunch break).

January 19

The Hold Space for Transformation strategy helps us facilitate and participate in difficult conversations about racism without losing our voices or our cool. It's a form of mindfulness that can be used in Meetings and in one-on-one conversations. We will practice [leaning in to conversations about racism](#) via role plays and heightened listening.

Those who have difficulty speaking will practice finding our voices even when afraid to say the wrong thing or when intimidated by others. Those who speak often will discover the secret to having a desired impact without shutting others down.

We review important concepts such as: a white frame of reference, institutional racism, interpersonal racism and the limits of color blindness as a strategy to overcome racial inequities.

Over the next six weeks we will practice what we learned. A ZOOM call will be scheduled for sharing our experiences in trying out what we learned in the first session. We are also planning a closed Facebook group or a similar online forum for change group members to share our experiences and discuss issues that arise as we do this work.

March 2

Before we can create healthy relationships across the color line, attract and retain racial diversity, or be effective advocates for change in our Meeting we need to increase self-awareness. We will focus on:

- Noticing implicit racial bias and unintended micro-aggressions
- Removing audio and visuals in our home and Meeting that cue negative racial stereotypes
- Adding audio and visuals that promote equity in our community
- Expanding our leadership and positive impact by going towards what we fear
- Creating an action plan that includes regularly reflecting on our impact and intention.

Please register by sending the following information to david.etheridge@verizon.net:

Name _____

Local Meeting _____

Street address _____

Email address _____

Phone #(s) _____

How do you identify your race or ethnicity? _____

What's your greatest challenge in bringing racial justice work to your Meeting?

Although the training is free, travel and lodging costs may be barriers for some of you. If you need help, please check _____. We will follow up with you to provide it.