

16 WEEK COURSE

# UNLEARNING & ADDRESSING ANTI-BLACKNESS, WHITE SUPREMACY & RACISM LEADERSHIP ACADEMY



**AUTHOR/SPEAKER**  
DANTE KING

**THE 400-YEAR  
HOLOCAUST**



**AUTHOR/SPEAKER**  
DR. ROBIN DI ANGELO

**WHITE  
FRAGILITY**

Join award winning authors Dante King (*The 400-Year Holocaust*) and Dr. Robin Di Angelo (New York Times Best Seller "*White Fragility*") for a 16-week virtual LIVESTREAM Antiracism Leaders Fellowship.

**Note:** The fellowship commences for 4.5-hours per week for 16-weeks

**FEB 7 -  
MAY 22**  
10-2:30PM PST



**REGISTER NOW**

[www.DanteKing.com](http://www.DanteKing.com)

# UNLEARNING AND ADDRESSING ANTIBLACKNESS, WHITE SUPREMACY, AND RACISM IN AMERICAN CULTURE AND INSTITUTIONS

## Program Objectives and Benefits

This series has been designed for people who want to unlearn, confront, and disrupt Antiracism, White supremacy, and other forms of racism head-on. This 12-week collaborative and interactive experience will:

- Provide leaders and practitioners with a foundational educational experience using Fugitive, and Sentipensante pedagogical practices, as well as Decolonizing Methodologies research principles. These methods center reframing the realities and experiences of Black and non-White communities through our perspectives vs. Eurocentric/White/Anglo-Saxon imperialist and colonizing frameworks (i.e., biased and regulated educational systems, biased narratives, biased media, etc.). It also centers educational strategies and practices that focus on decolonizing, rather than perpetuating standards aligned with the status-quo.
- Empower and enable learners to understand antiblackness and White Supremacy as established racialized conditions and cultural agreements (past and present), and their perpetual nature and effects in the United States of America.<sup>1,2,3</sup>
- Make connections to the ways in which White supremacy and antiblackness function as cultural conditions throughout all institutions in our culture.<sup>4,5</sup>
- Evaluate the psychosomatic effects of race and racism through critical examination, analysis, and synthesis of historical and perpetual conditions.
- Develop personalized Anti-Racism Leadership Action Plans, to guide transformation of racist thought-patterns and behaviors that reinforce racist logic, reasoning, decision-making, and actions, maintaining the realities of superiority and inferiority as key dynamics of racism.<sup>5,6,7</sup>
- Collaborate with others to build and enhance commitments and action plans that lead to realized equitable organizational change, and an enhanced anti-racist approach to leadership.
- Provide leaders with the knowledge, skills, and tools to design, implement, and manage anti-racism policies and programmatic structural change.
- Develop capacity to apply and implement Anti-racism frameworks and strategies learned throughout the program.
- Develop strategies and capabilities to respond to and support people who are dealing with Racial Battle Fatigue.



## FELLOWSHIP ACTIVITIES:

### **Activity One: Understanding the Roots of Racism and Bias: Anti-Blackness and Its Links to Whiteness, White Racism, Privilege, and Power – 12 weeks**

Twelve sessions will be facilitated and leveraged to explore the deep roots of Whiteness, Anti-Blackness, racism, and the role and position each has played and continues to play amongst and within American institutions and culture. This interactive intensive includes an experiential analysis and evaluation of the psychology and sociology of white supremacy, Anti-Blackness, anti-non-Whiteness, human behavior, and ongoing impacts to traditionally and perpetually marginalized communities, the result of living in a structurally racist and sexist culture.

Six-to-eight 1-hour reflection-and-feedback-focused meetings will be scheduled between each session to support Black, Indigenous, and Latinx members; as well as members who experience severe oppression due to severe marginalization and oppression in their communities. Several of these meetings will be used to support staff who come from communities and backgrounds with racial privilege, which includes White people primarily, as well as people who benefit from bi-racial, lighter-skinned, and/or other types of privilege stemming from American racialization and/or color.

As a result, racialized affinity groups will be formed and implemented to build support and empowerment spaces for Black, Indigenous, Latinx, Asian, other non-White-identified employees, and people with White and/or racial privilege (PWWRP), as we move through this process, and beyond. These groups will provide containers for staff to hold protected spaces that uplift and prioritizes their experiences at work. The space can also provide opportunities for staff to organize feedback collectively, to be provided to organizational leaders.

### **Activity Two: Assessing Organizational Racism and Exploring and Integrating Antiracism Leadership Tools – 2 weeks**

Introduces leaders to anti-racist strategies, resources, and tools to achieve racial equity at both levels of organizational change and individual leadership practices. Provides coaching in the areas of recruitment, hiring, culture/employee engagement, pay, performance development and support, promotions, retention, and all other areas of the employee life cycle.

All staff will be led through an exercise to evaluate anti-Blackness and anti-racism at the organization, in multiple areas. Staff and leaders will collaboratively work together to discuss solutions to address pro-White, and anti-Black implicit and explicit bias across all institutional levels, with a focus on enhancing organizational cultural dynamics.



Leaders will be introduced to and provided fully-developed antiracism policies and programmatic models and strategies that directly target and address institutional and cultural inequities and outcomes. They will also be coached and mentored while participating in an antiracism/racial-equity policy development exercise. Leaders will partake in institutional and organizational problem-solving scenarios to build antiracism and racial equity competencies.

### **Activity Three: Developing Anti-Racism Critical Thinking Leadership Skills, Practices, and Habits for Real Change – 2 weeks**

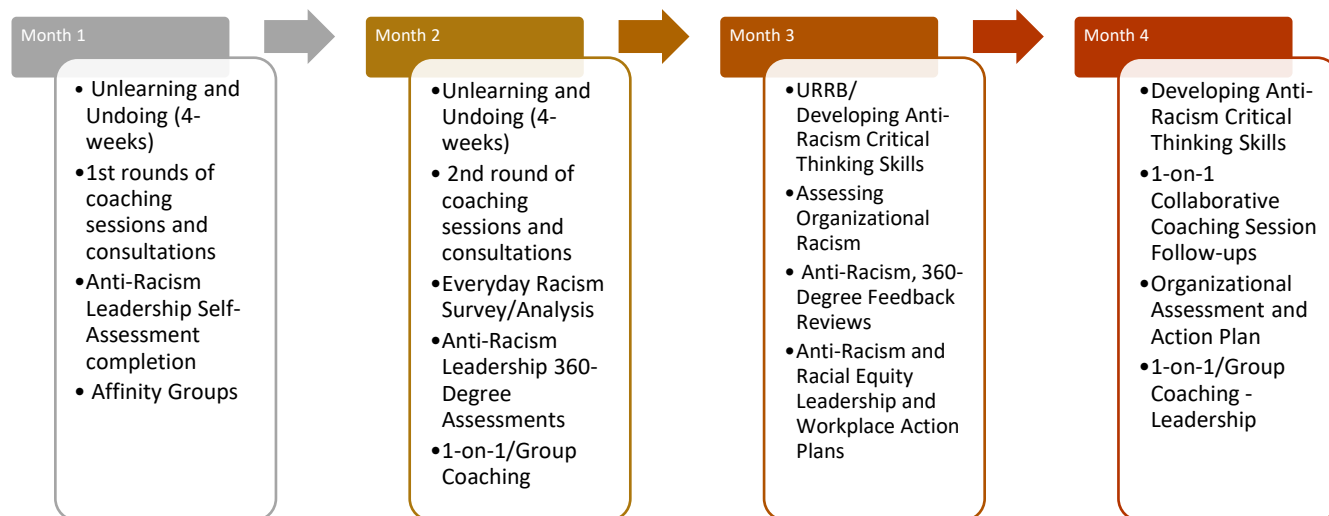
Leaders are provided with opportunities to receive 360-degree feedback from a combination of peers and subordinates as a part of this process. The 360 assessments are used along with self-assessments to assist leaders with building tangible action plans that will provide the foundation in managing progress in five key areas: Foundational Knowledge, Emotional Resourcing & Communication, Race Consciousness, Translating Knowledge into Action, and Motivation and Prioritization. In addition, leaders will be guided through processes to collect and analyze workforce and workplace data trends to determine opportunities, which will inform priorities, objectives, and goals for change.

This session includes 4-6 group scenarios that focus on developing antiracism critical thinking patterns and problem-solving skills to address organizational and individual inequities. There is an emphasis on both macroaggressions and microaggressions.

This segment is built-in throughout and includes both individualized and group coaching sessions.



# UNLEARNING AND ADDRESSING ANTI-BLACKNESS, WHITE SUPREMACY, AND RACISM

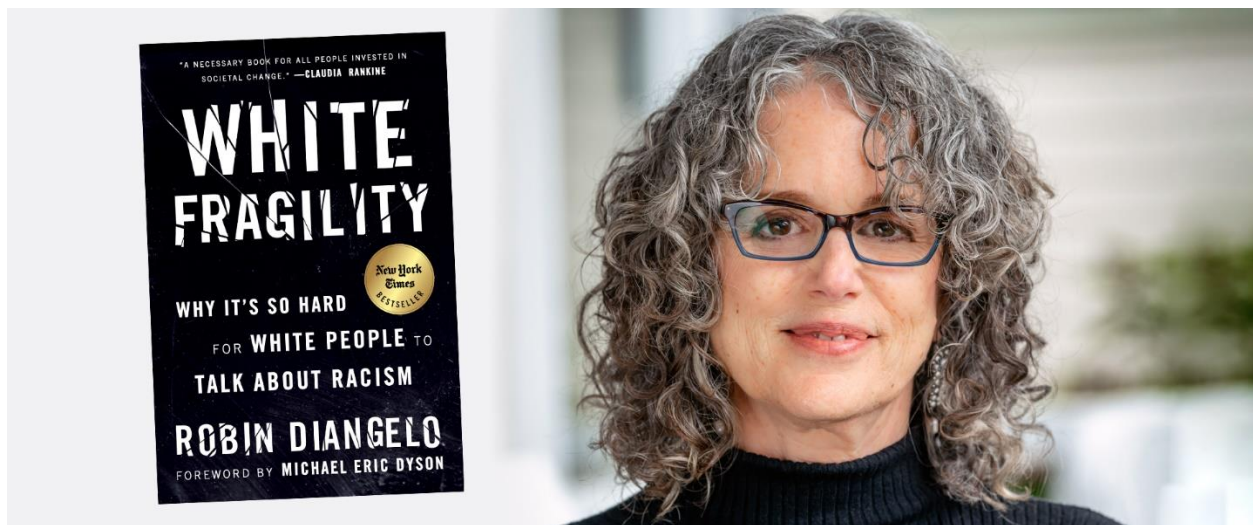
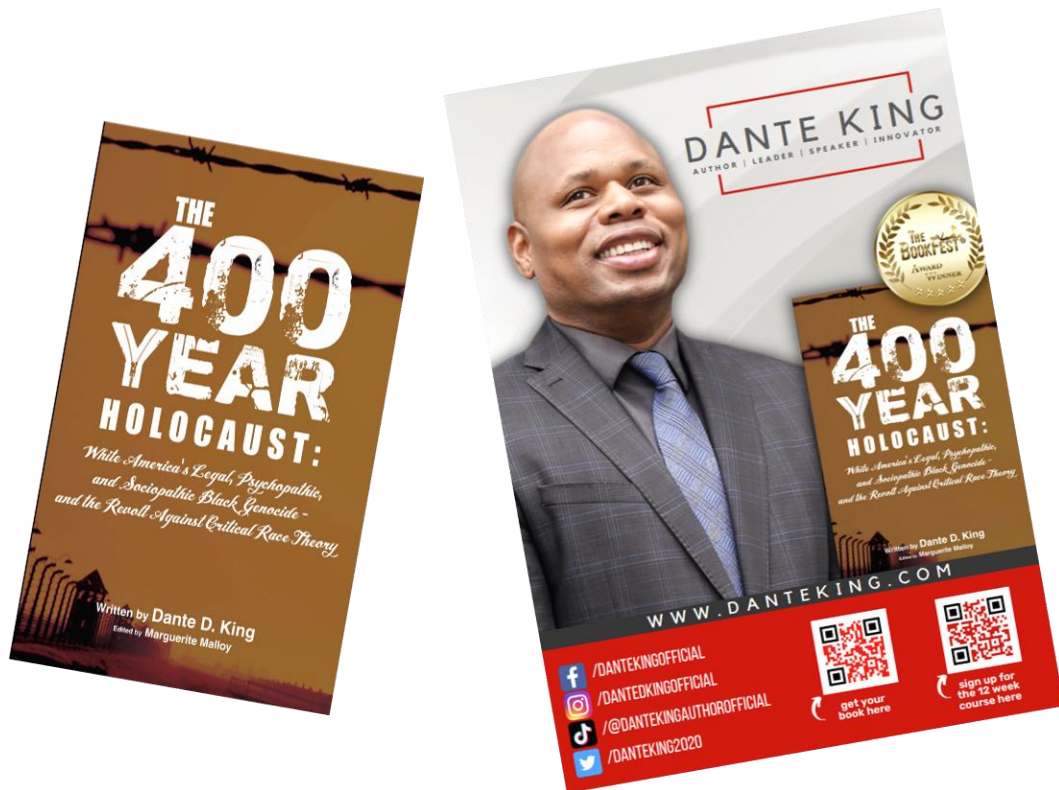


## Transformational Objectives

Identify and understand racism as psychological, sociological, legal, and cultural and as the main property and function of American culture.	Develop individual and organizational anti-racist strategies and practices.
Examine racial sanctioning rooted in colorism, and the reasons racism was established and embedded into the legal, institutional, social, economic, and hierarchical fabric of U.S. culture.	Build skills to combat explicit and implicit biases, stemming from racist perceptions, stigmas, and stereotypes to develop empathy for Black, Indigenous, and people from other traditionally marginalized communities.
Explore and examine personal life experiences; relationships to race, racism, racial power, and privilege; racial injustices, inequity, powerlessness, and oppression which underlie ongoing intergenerational racial traumas and triggers.	Identify areas and opportunities where challenges prevent individuals from accepting and embracing feedback. Establish skills and processes to develop and build capacity to hear from others about the perpetration of racial harm.
Highlight racial inequalities and inequities through the realm of racialized experience in relationship to Whiteness, and Anti-Blackness, to examine the ways in which racial power and privilege, as well as racial powerlessness and dis-privilege impact the	Identify and analyze the impacts of race across a variety of various aspects of identities (referred to as intersectionality) – sex, gender, housing, unsheltered/homelessness status, education, economics, healthcare, outcomes, sexual orientation, etc.; and deepen understanding

humanity of all individuals in a racialized society.	about the ways in which racism magnifies misfortune across intersections.
Realize the views held by every individual are informed by a combination of many life experiences which are all unique and subjective. Understand the views we all hold as individuals are not equal, fair, or neutral; and they can never be rendered or validated as such.	Incorporate racial justice, anti-racism, and racial and social equity into organizational change, including dismantling racial gaps and disparities in recruitment, hiring, pay, promotions, performance management, employee engagement and professional development, and retention.
Make connections about the way perceptions inform how people relate to, and/or treat people from similar or different racial and ethnic communities, examining both explicit and implicit biases.	Create and enhance anti-racist processes, policies, and programs to lead actionably and effectively.
Develop awareness and make connections about institutional, structural, systemic, systematic, and interpersonal racism (as White supremacy and Anti-Blackness cultural tenets) its purposes and functionalities in our society; specifically, within the organizations, institutions, and communities where we work and live.	

The frameworks and pillars referenced throughout this program are highlighted in the 1<sup>st</sup>-Place Award-winning new book, [\*The 400-Year Holocaust: White America's Legal, Psychopathic, and Sociopathic Black Genocide, and the Revolt Against Critical Race Theory\*](#), and the [New York Times Best Selling book, \*White Fragility\*](#), written by [Robin Di Angelo](#).



## Learner and Leader Expectations:

### Note from Dante King:

Thank you for taking time to participate in a course and journey that I hope will be transformative in challenging the ways you think, feel, believe, know, and relate to race, ethnicity, racism, intersectionality, informing a new reality. Much of our time will be dedicated to critically examining the elements and functionalities of these elements, to help you develop critical thinking abilities, skills, abilities, and reframing of thought-patterns that will help you to become more astute and effective in your roles anti-racism leaders and practitioners.

I am looking forward to getting to know you more through this process. At times, my role will vary. The main roles I will play during this process are a Black, queer, and gay:

- Facilitator
- Coach
- Mentor/Challenger
- Learner/Student

I compel and ask you to think about the ways in which your race, gender, and other conspicuous identities impact your position in our culture; as well as its impacts on your beliefs and values; how view people, groups, situations; decision making; and all other areas of your life.

While there may be other roles along the way, these four are where I will reside most times, and ask for your patience and grace with me and each other; as well as your trust from the beginning of this process, as we enter an extremely sensitive space. I share this with you because I have taught this course, and similar courses hundreds of times, and it can be emotionally compelling, activating, and even triggering (to say the least).

Listed below are desirable expectations for ideal candidates who would like to participate in this course.

- Challenge yourself in disrupting the key tenets of White Supremacy, as outlined in the DR Workbook
- Become comfortable with discomfort concerning issues around race and push yourself through it.
- Strive for both/and, and let go of right or wrong thinking, good or bad, binary thinking
- Expect and accept a lack of closure
- Plan to leave with more questions than answers
- Move from certainty to curiosity
- Be active (in and out of the space) about learning what it means to challenge unchecked racial privilege; as well as empower people from communities remain perpetually disenfranchised.





- Willingness to evaluate your own relationship to antiblack racism, and the stigma that continues to shape culturally dominant responses and reactions to Black people.

Please know I am here to guide and support you through the process, and hope that the support will be mutual, as we move through this uniquely transformative experience together. I am looking forward to meeting and getting to know you during our time together.

## **Theory of Change**

- ✓ **Awareness** through decolonization education.
- ✓ **Capacity Building** with leaders of like-minds.
- ✓ **Action** with intention, authority, specificity, and purpose.

**The time commitment for this program is 4.5 to 6-hours per week for 16 weeks. Each session runs 4.5 hours. The additional 1.5-hours may or may not be necessary.**

## **Summary of Fellowship Benefits/Costs**

- ✓ **12-Week Capacity Building Activity (Unlearning and Addressing)**
- ✓ **2-Week Developing Antiracist Critical Thinking Skills – Capacity Building**
- ✓ **Everyday Racism Scale Survey and Analysis**
- ✓ **Antiracism Leaders Self-Assessment**
- ✓ **360-Degree Leaders Self-Assessment**
- ✓ **Introduction to Assessing Organizational Racism & Antiracism Organizational Change Model**
- ✓ **Antiracism Policy Example**
- ✓ **Antiracism Policy Building Group Activity**

**\$2,400 for [12-Week Course\\*](#)**

**\$2,900 for [16-Week Leaders Fellowship \(includes 12-week course\)](#)**

\* *Discounts available at \$100 off, per registration, per group. A group is considered 5 registrants or more (i.e., \$500 discount for 5, etc.).*

\* *Additional hours supporting implementation, policy development, and ongoing support will be billed at a rate of \$175 per 45-minutes.*

**[Click Here](#) or [Scan the QR Code Below to Register for the Fellowship](#)**





## Testimonials from Past Fellowship and Course Participants

- ✓ The biggest connection I have made is learning the history of how this country was made for white people (not by white people, because Black people built this country as much if not more) and for the sole elevation and economic progress of white people at the expense (and explicitly to the detriment) of Black people, as well as other POC, and how that led to the current state of racism in the US. The through line of anti-Blackness from the 17th century to today is stark and obvious. There are so many ways that Black people are oppressed and denied opportunities today - in education, housing, jobs, finance, voting rights (!), and so many more. When you trace the history, it is no surprise that we have ended up where we are today. All of the ways that Black people are oppressed build on each other, which make it harder and harder to move forward or be successful in life, through no fault of your own.
  
- ✓ Racism and inequity is embedded in EVERY facet of our existence here in the U.S. The nation calls itself the "land of the free and the home of the brave," but I now know that it is completely the opposite. We are imprisoned in a system of profound racism, hatred, and fear. Our rules and regulations, our education system, law enforcement - EVERYTHING - have been and continue to be designed and propagated by cowards. I am embarrassed to call myself an American.
  
- ✓ Integrating a new sense of self. As a white person I did not understand, until this course, the degree to which walking around in white skin and conforming broadly to social norms was causing harm day in and day out. In this course I realized simply being white means that you are uniquely programmed from birth to reproduce conditions of anti-Black racism, unconsciously or consciously, and to benefit from doing so. Toni Morrison and Alvin Poussaint suggested that racism is a form of mental illness in whites, and this resonated with me deeply. This inclination toward domination and superiority, alongside the paranoia, fear, and the psychotic inability to empathize with harms enacted, is the

intergenerational inheritance of white Americans. This is the core of the white American psyche and our culture. Before this course I already didn't believe in "good" or "bad" people, but I didn't realize that because I have white skin I am far more likely to cause harm than others. It was painful to have this aspect of myself laid out so clearly, so undeniably. Often during the course, I felt my hands squeezing my temples, trying to crack my skull, or tear my skin apart as I incorporated this inbred propensity for evil into my working sense of self.

- ✓ First and most maliciously, the legal system is nothing more than the white bully's code of domination enshrined in the written word and enforced by arms. The worship of the written word in law worked hand-in-hand with the holy scriptures to rationalize and reinforce the domination, torture, rape, and murder of Black people and indigenous people in particular. That's not all. The cultural manifestations of anti-Blackness are first revealed in these colonial-era laws. And they quickly infused all institutions, so that "white" Americans became brainwashed by and encultured in anti-Blackness and white supremacy, thereby dangerously reinforcing the laws oppressing BIPOC. All American cultural institutions thereafter have inherited this anti-Black construct. It is intentional and not accidental that modern institutions show grave and unjust racial disparities. Black people are murdered by police, incarcerated at higher rates, experience worse health outcomes, have less wealth and opportunity, and receive worse education than white people and other white-adjacent groups.
  
- ✓ This training has very much solidified and expanded my knowledge that this government, American culture, and all above mentioned institutions are founded on white supremacy, racism, brutal abuse, and injustice and still are to current day without progress or meaningful change. This training definitely taught me so much more in regard to how white supremacy/racism also dictates nonphysical institutions. For me, the definition of Capitalism being socialism for white people really made sense and brought a lot of that together and includes all of those institutions, physical and nonphysical. Additionally, whiteness being property with infinite value also helped me connect how all of these institutions and American culture are entirely fixed on white supremacy and white advantage and power within all these areas.

***\*Resources and materials contained within this document should not be reused and/or repurposed for other purpose.***



## REFERENCES

- Givens, J. R. (2021). *Fugitive pedagogy: Carter G. Woodson and the art of Black Teaching*. Harvard University Press.
- Smith, L. T. (2013). *Decolonizing methodologies: research and indigenous peoples* by Linda Tuhiwai Smith, 1st edition. Amazon.  
<https://www.amazon.com/Decolonizing-Methodologies-Research-Indigenous-Peoples/dp/1848139500>.
- Rendón Laura I., & Nepo, M. (2014). *Sentipensante (sensing/thinking) Pedagogy: Educating For Wholeness, social justice, and liberation*. Stylus Publishing, LLC.
- Allen, T. (1997). *The Invention of the White Race: The Origins of Racial Oppression in Anglo America*. Verso.
- Kendi, I. X. (2017). *Stamped from the beginning the definitive history of racist ideas in America*. Bold Type Books.
- Awake to Woke to Work: Building a Race Equity Culture | California Center for Cooperative Development. (n.d.). Retrieved May 28, 2021, from <https://cccd.coop/awake-woke-work-building-race-equity-culture>
- Feagin, J. R. (2010). *The white racial frame centuries of racial framing and counter-framing*. Routledge.
- Everyday Discrimination Scale. (n.d.). Retrieved July 28, 2021, from <https://scholar.harvard.edu/davidrwilliams/node/32397>
- Goodwin, M. T. (2018, December 7). *Racial Battle Fatigue: What is it and What are the Symptoms?* Racial Battle Fatigue at Michigan State University. <https://medium.com/racial-battle-fatigue/racial-battle-fatigue-what-is-it-and-what-are-the-symptoms-84f79f49ee1e>
- WHITE SUPREMACY CULTURE. (n.d.). WHITE SUPREMACY CULTURE. Retrieved August 9, 2021, from <https://www.whitesupremacyculture.info/>

