

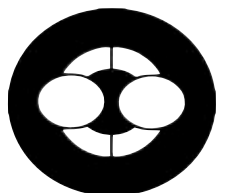
# Schedule of Classes Fall and Winter 2011-2012

## Look inside for workshops on:

- ❖ **Racism in the Obama Era**
- ❖ **Jazz as a Metaphor for Anti-Racism Work**
- ❖ **A Simulation on Societal Power/ Intersectionality**
- ❖ **Organizing With Anti-Oppression Principles**

Tuition Waivers Readily Available  
See Page 7 for Details

**Beyond Diversity Resource Center**  
7102 Normandy Dr • Mount Laurel NJ 08054  
856 235-2664 • [www.beyonddiversity.org](http://www.beyonddiversity.org)



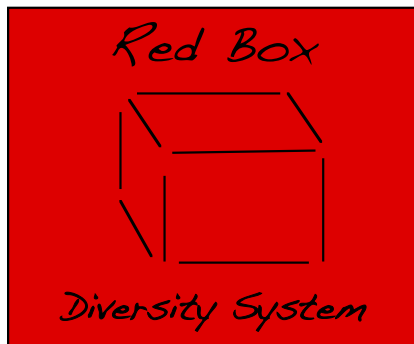
## Executive Staff

### **Robin Parker** **Executive Director**

Robin Parker is a nationally known diversity consultant who has built his reputation on a personal commitment to shape diversity initiatives for individuals and communities. His work has focused on building a more inclusive society through diversity education. Before joining the Center, Parker served as a Deputy Attorney General in the New Jersey Division of Criminal Justice, and Chief of the Office of Bias Crime and Community Relations. He received his Juris Doctor degree from the University of Illinois Law School. Parker is the recipient of numerous awards including the World of Difference Award from the Anti-Defamation League of the B'nai B'rith.

### **Pamela Smith Chambers** **Training Director**

Pamela Smith Chambers has been a leading specialist on race and cultural diversity issues for many years. She has a commitment to help people confront institutional racism and oppression through personal growth and change. Before joining the Center, Chambers was the Supervising Program Development Specialist in the New Jersey Office of Bias Crime and Community Relations and, prior to that, the Director of Counseling and Education Services at the YWCA of Trenton. Chambers received an M.S. in Counseling and a B.A. in English, with a minor in African American Studies, from Trenton State College.



- ✓ Self-guided training exercises employees enjoy.
- ✓ Takes no more than 30 minutes per month.
- ✓ Makes learning an ongoing, in-depth experience.
- ✓ Developed by experts for adult learners.
- ✓ High value education with low cost per employee.

Call 856 235-2664 or visit [www.beyonddiversity.org](http://www.beyonddiversity.org)

## The Center's Mission

We work to build a society that sincerely honors individuals because of their cultural differences, and we advance the moral imperative of respect and dignity for all persons. The Center provides education to improve the nature and quality of interactions among persons who are different from one another.

## What Makes The Center Unique

We teach people to internalize the ethics and practices of true respect for cultural differences. Our training instills an understanding of one's own culture and that of others. It also leads participants to an emotional awareness of the ways cultural differences affect life experiences. That transformation enables individuals to foster greater justice, inclusion, and safety for all members of society.

## National Programs

We offer diversity training, community dialogue sessions, and organizational development consultation throughout the United States and Canada. Our diversity training prepares individuals to participate in the creation of a respectful, multicultural society that honors the background and experience of all persons. Community dialogue programs bring together diverse individuals to talk about issues such as diversity, violence, education, or police-community relations. The Center's work in organizational development provides ongoing consultation, education, and training necessary for an organization to change its institutional environment and create a climate of inclusion.

## Special Thanks to Our Donors

Marcia Atkinson  
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 In Memory of Mae Crow's  
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 Carol Watchler and Ann Baker—  
 In Honor of Sharon Grant  
 Michele A. Woods and  
 Aubrey Kauffman  
 Ann Yasuhara

# Courses for Fall and Winter 2011-2012

## Racism in the Obama Era

### A Pictorial Exploration

Many thought that the election of Barack Obama signaled a new, golden era of race relations in the United States. If an African American could be elected president, certainly the problems of race had been solved. In this “post-racial” America, worries about racism and its progeny—discrimination, bigotry, and prejudice—could be firmly replaced with a colorblind ideal of every person just being a “human being.”

But if pictures tell a truth often denied by words, we should be slow to declare a victory over racism. Whether images are part of a corporate news release on charitable activities or an “American Girl” doll catalog, seemingly benign images often reveal deeply-embedded racist ideologies.

In this workshop you’ll get a keen understanding of how this new and subtle form of modern racism works, and we’ll offer insights on how you can “see through” the camouflage that keeps this racism hidden. You’ll see images of advertising, press releases, and other visual media in a new light, and you’ll learn powerful tools to address hidden racism.

Join us for a unique workshop and lively discussion.

**Date:** Friday, November 4, 2011

**Time:** 9:00 a.m. to 1:00 p.m.

**Place:** Westfield Friends Meeting House; Cinnaminson, NJ (near Philadelphia)

**Cost:** \$25



## Jazz as a Metaphor for Anti-Racism Work

### A New Lens for Social Justice



From a recent workshop participant: “I never thought there was any relationship between jazz and anti-racism, but there is and its amazing.”

Anti-racism work is usually talked about as an effort to change social systems through teaching, organizing, or personal intervention. Music is infrequently mentioned as an anti-racism foundation. Yet, the development of jazz and its central tenets—the unique balance between self-expression and sacrifice for the common good; adoption across racial boundaries; development through cultural bricolage; conflict; tension; emotion; and improvisation—can well inform this area of social justice.

We’ll review jazz history, improvise, and study the emotional resonance of this art form. Along the way we’ll learn how culturally different people can share anti-racism work dynamically and respectfully. This unique workshop is not to be missed.

**Date:** Monday, December 5, 2011

**Time:** 9:00 a.m. to 3:00 p.m.

**Place:** Westfield Friends Meeting House; Cinnaminson, NJ (near Philadelphia)

**Cost:** \$35

# Courses for Fall and Winter 2011-2012

## Orangreenia

### Exploring Power and Intersecting Identities

Power shapes our lives. From everyday interactions with friends and colleagues to debates about the most divisive social issues, power is key to understanding why people act the way they do. Orangreenia (pronounced “Orange-Greenia”) is a simulation that teaches about the use and abuse of power and unlocks the concept of “intersectionality”—an indispensable solution for making change.

In Orangreenia participants become members of three fictional groups with varying degrees of societal power and privilege. The groups are challenged to pay taxes, acquire adequate food, and find adequate schools for their children. All the inhabitants of Orangreenia have many characteristics in common—but are those commonalities enough to ensure social equality or even individual communication?

Orangreenia gives participants a gut-level understanding of what it means to both wield and be subject to societal power. The simulation challenges participants to test the idea of a “colorblind” society and encourages a thoughtful discussion about the ways intersecting cultural identities shape experience and world view.

**Date:** Tuesday, January 24, 2012

**Time:** 9:00 a.m. to 1:00 p.m.

**Place:** Westfield Friends Meeting House; Cinnaminson, NJ (near Philadelphia)

**Cost:** \$25

## Organizing for Social Change

### An Anti-Oppression Approach

Are you troubled by the way women, people with disabilities, people of color, gay men and lesbians, Muslims and other marginalized groups are treated? Do you think that government, educational institutions, businesses, and social service agencies need to do a better job in meeting the needs of the diverse people they serve? Would you like to work on solutions to these issues?

Social change is difficult, but it can be effective if you use an anti-oppression approach, and easier if you work on a team with others. In this workshop you’ll learn the tenets of critical race theory and liberation theory, which are critical foundations for understanding why and how oppression is woven into the fabric of society. You’ll also learn the basics of organizing around anti-oppression principles, whether you’re hoping to make change in the place where you work or in the community in which you live.

Valorie Caffee, who has over forty years of experience in community organizing, will be serve as a guest facilitator for this workshop. Her insights and on-the-ground organizing experiences will serve as a unique and captivating resource for all who attend.

**Special Note:** We encourage you to invite your friends and colleagues who share your interests in organizing to the workshop.

**Date:** Friday, February 24, 2012

**Time:** 10:00 a.m. to 4:00 p.m.

**Place:** Westfield Friends Meeting House; Cinnaminson, NJ (near Philadelphia)

**Cost:** \$35



# ORANGREENIA



A SIMULATION ABOUT INTERSECTIONALITY AND POWER

**What is Orangreenia?** Orangreenia is a simulation, a real-time diversity training activity, in which participants become part of the microworld called Orangreenia. **The Beyond Diversity Resource Center is now offering Orangreenia for sale** to teachers, diversity trainers, social justice organizations—anyone concerned about the use and abuse of power and intersecting cultural identities.

**What happens in Orangreenia?** Participants become representatives of one of three cultural groups within Orangreenia and make key decisions about taxation, charity, emergency subsidies, and schools. Each group has different cultural characteristics, wealth, and access to power. As decisions are made, participants gain a gut-level understanding of what it means to both wield and be subject to societal power.

Orangreenia challenges participants to test the idea of a “colorblind” society. All the inhabitants of Orangreenia have many characteristics in common—but are those commonalities enough to ensure social equality or even individual communication? This key question of intersectionality, how overlapping cultural identities shape experience, is another unique component of the simulation.

**Orangreenia encourages thoughtful discussion about social power and intersectionality,** and people report that their insights are life-changing, deeply-felt, and long-lasting. Participants learn lessons in societal dynamics that alter their perspectives on why and how they treat others. They have more compassion and empathy, and are more energetic and insightful in dealing with cultural conflicts.

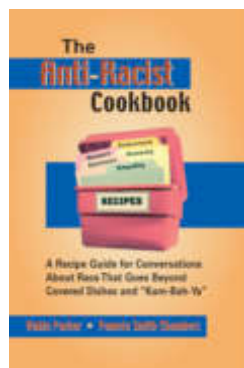
**Get more information and buy an Orangreenia kit from our website:  
[www.beyonddiversity.org](http://www.beyonddiversity.org).**

## The Anti-Racist Cookbook

Many Americans are concerned about race relations but few know how to talk about it. This book offers special guidance.

*The Anti-Racist Cookbook* gives straight-forward advice on discussing race. From whom to invite to the discussion and how to arrange the room, to how to facilitate dialogues and what questions to discuss, everything is here.

Recommended for community groups, students, activists, educators, trainers, faith-based organizations, diversity councils, and anyone else interested in answering the question, “What can we do about race relations and how can we do it?”



**Order from your local bookstore or directly from the publisher at [www.cddbooks.com](http://www.cddbooks.com).**

## The Great White Elephant A Workbook on Racial Privilege For White Anti-Racists



- **Learn a new mental model for addressing racial privilege.**
- **Find out how one “Big Question” can change awareness about racial privilege.**
- **Discover practical exercises that you can use to keep racial privilege visible.**
- **Develop new techniques for taking action to address racial privilege.**

Order copies on our website:  
[www.beyonddiversity.org](http://www.beyonddiversity.org)

Discounts for orders of 21 or more workbooks—  
Call 856 235-2664

# Registration Information

Because the Center limits the number of registrants in each course, we encourage early registration. All registrants will receive a written confirmation and directions to the training site.

## Four Ways to Register

1. Register online with your credit card at [www.beyonddiversity.org](http://www.beyonddiversity.org).
2. Register by mailing the completed registration form along with your check or credit card information to the Beyond Diversity Resource Center, 7102 Normandy Dr., Mount Laurel, NJ 08054.
3. Register by faxing the completed registration form along with your credit card information to 856 235-0827.
4. Register by calling the Center at 856 235-2664.

The Center has a policy that no one will be turned away from any course because of the inability to pay. Please call the Center at 856 235-2664 if you need tuition assistance.

Refunds are made for canceled classes only.

## How to Pay

The Center accepts checks, money orders, credit cards, and government/school payment vouchers. Checks and money orders should be made payable to "Beyond Diversity Resource Center."

## Other Details

### Workshop Locations

The workshops listed in this brochure will be held in Cinnaminson, New Jersey (near Philadelphia). Cinnaminson is easily accessible from major highways in Burlington County, New Jersey, and is about a 30-minute drive from the Philadelphia International Airport.

### Tuition Waiver

Don't let difficulty paying tuition stop you from registering. The Center's policy is that no person who wants to attend a course should be turned away because of the inability to pay tuition. Please call us to request a full or partial tuition waiver.

### Hotel Accommodations

For our participants who need hotel accommodations near Cinnaminson, New Jersey, we recommend the Comfort Inn & Suites of Mount Laurel. For reservations call 856 727-0010.

### Meals

The Center provides refreshments during each workshop. Meals are not offered unless specifically mentioned in the course descriptions, but are available at reasonably-priced restaurants within a short driving distance.

### Dress

We encourage participants to dress casually for all workshops. Because not everyone likes the same room temperature, we recommend that participants bring a jacket or sweater.

### Arrival Time

We strive to begin on time. Please arrive about 15 minutes before the start of each course.

Please complete this form and fax it to 856 235-0827; or mail the form to the Center at 7102 Normandy Dr., Mount Laurel, NJ 08054; or call the Center at 856 235-2664.

## Registration Form

**Name:** \_\_\_\_\_

**Organization Name (if being mailed there)** \_\_\_\_\_

**Address/City/State/Zip:** \_\_\_\_\_

**Telephone/Fax:** \_\_\_\_\_

**Email:** \_\_\_\_\_

**If you would like to pay with a credit card, call us or specify below:**

Visa     Mastercard     Discover    Name on Card: \_\_\_\_\_

Card Number: \_\_\_\_\_ Expiration: \_\_\_\_\_ / \_\_\_\_\_

Billing Address: \_\_\_\_\_

\_\_\_\_\_ Security Code: \_\_\_\_\_

**If you are paying by check, make it payable to “Beyond Diversity Resource Center.”**

**Please register me for the course(s) checked below:**

**Racism in the Obama Era** **\$25**

Friday, November 4, 2011; 9:00 a.m. to 1:00 p.m.

**Jazz as a Metaphor for Anti-Racism Work** **\$35**

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Tuesday, January 24, 2012; 9:00 a.m. to 1:00 p.m.

**Organizing for Social Change** **\$35**

Friday, February 24, 2012; 10:00 a.m. to 4:00 p.m.

**If you prefer, register on line at [www.beyonddiversity.org](http://www.beyonddiversity.org).**

**Follow the “Seminars” link.**

**Total:** \_\_\_\_\_

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