



Elevating Equity

Anti-Oppression Collaborative Learning Program

Overview 2024

Overview:

The Elevating Equity Anti-Oppression Collaborative Learning Program brings together approximately 100 nonprofit and philanthropic sector workers, who span a range in racialized, gendered and classed identities and professional industries, in a series of six sequential virtual workshops (March – June, 2024).

Rooted in Paulo Freire’s “Pedagogy of the Oppressed” this workshop series supports individuals and organizations who are increasingly concerned about the perpetuation of colonialism, racism, and oppression in our communities, particularly through the intersection of the capitalist State,¹ nonprofit and philanthropic sectors. The workshops support participants in a cohort-learning setting, examining individual roles and organizations through an anti-oppressive framework in order to develop strategies for identifying and disrupting oppressions in and emanating from our organizations and fields.

We foresee the following set of outcomes for the cohort member participants:

- Developing and/or strengthening an understanding of a capitalist/colonial lens of oppression and its expression as race, class and gender;
- Learning to map the dynamics and systems operating in our workplaces and communities;
- Creating strategies that challenge the way our organizations reproduce colonization
- Establishing and increasing relationships with people interested in dismantling and disrupting oppression in our sector;
- Learning or deepening practices of experimenting with disruption strategies

¹ By “State” we mean to say the government that capital classes employ to enforce their exploitative relations with oppressed classes and peoples.



To learn more, register [here](#) for the Info Session on Feb. 14 @ 10am, and read below for more details on the program.

The Arc of the Workshop Series

There are six workshops in this series; each workshop is 3 hours long and takes place via Zoom.

Three Learning Modules are taught utilizing a combination of large and small group action-oriented discussions.

- Module 1: Examining and deepening understanding of Freire’s systemic colonizing themes (colonial ideology, divide and rule, neocolonialism and acculturation).
- Module 2: Applied Learning: identifying how colonizing themes show up in our own workplaces and lives.
- Module 3: Examination: analyze root causes of the previously identified oppressions to develop disruptions and alternative actions

Timeline and structure:

This link to the [program schedule](#) outlines the time commitment and workshop dates.

- **Info Session (Feb. 14):** The program launches with a virtual public info session on February 14th.
- **Submit Expression of Interest Form (deadline Mar. 11):** Following the info session, those interested in joining the cohort will submit an “Expression of Interest” form (deadline March 11th). We have a limited number of spots; submit your Expression of Interest form ASAP.
- **Cohort Orientation (Mar. 13):** If invited to join the Cohort, participants will attend a virtual orientation session in advance of starting the Workshops
- **Workshops (Mar. 29 – Jun. 14):** Six virtual cohort workshops take place beginning in late March and culminating in mid-June.

Who is this Program For?

- Staff members of all levels of nonprofit, philanthropic, and community organizations (with expressed agreement from organization’s leadership to participate)
- Board members of nonprofit, philanthropic, and community organizations
- We encourage a minimum of two people from each organization or group complete the program together



Cohort Participation Requirements:

- Attend one orientation session and all six virtual workshops (9:30am-12:30pm on mostly alternate Fridays)
- Are willing to engage in complex and challenging conversations about oppression, interpersonal and structural racism with:
 - Respect
 - Curiosity
 - Confidentiality
 - A willingness to examine one's own complicity in the system and identify how to change personal behavior
 - A willingness to acknowledge and redress harms that may occur during the course of the workshop discussions.
- Read program materials such as excerpted readings, group agreements, short media pieces, etc. in advance of each workshop (approximately 1-2 hours on alternate weeks).
- Engage in small and large group activities during workshop time
- Access and use the program's online learning platform (instruction will be provided) to conduct small group activities, as relevant

Fee:

This program is supported by grants from The Robert Wood Johnson Foundation and Geraldine R. Dodge Foundation. Gathering Ground offers the program free of charge (valued at \$8,000 per participant) to its colleagues in the nonprofit community as a way to reduce financial barriers to access. Participants from the philanthropic community are asked to make a financial contribution to the program per participant.

The Elevating Equity Anti-Oppression Collaborative Learning Program is produced by Gathering Ground in collaboration with Lead Designer and Facilitator, Justin Laing, [Hillombo](#). To learn more about the takeaways from the previous cohort in our [Elevating Equity Collected Learning Digest](#).

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