

Negotiating through the Funk: Using the tools of Racial Identity Development

The Funk-

- Defined as: The internal and external conflicts that will arise due to the engrained racism in our society.

Goal for today-

- To create an educational activity that allows us to open up a series of possibilities for participants to create and/or explore informal/formal approaches to best practices in diversity.
- **Word=Work=Praxis**
By Paulo Freire

Stages of Racial Identity Development

Stages (People of Color)

- Pre-encounter
- Encounter
- Immersion/Emersion
- Internalization
- Internalization-Commitment

Stages (Caucasian People)

- Contact
- Disintegration
- Reintegration
- Pseudo-Independent
- Immersion/Emersion
- Autonomy

Give handout to Participants

INDIVIDUAL ACTIVITY

Reflect on your experiences in the stages of Racial Identity Development. Where are you currently in this spiral? Cite specific examples. (5 minutes)

Five Volunteers (5min)

ROADMAP TO UNITY IN DIVERSITY

Activity

What is your ideal social environment that promotes inclusiveness and diversity?

Five Volunteers (5min)

What are the barriers preventing you from achieving this ideal?

Five Volunteers (5min)

How do you negotiate through these identified barriers to achieve your ideal social environment?

Five Volunteers (5min)

Individual Accountability

After today's workshop, please identify one action you could implement within your own social space (work, school, etc.) to create a more inclusive and/or safe environment for your surrounding community.

Five Volunteers (5min)

Major Takeaways

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