

Preconvention Institute—Thursday, November 2, 2017, 1:00pm–4:00pm

**Presenters: Ryn Farmer & Raven Loaiza**

***Title: “Humility & Power: A Path for Leadership Development in Communities of Color”***

**Abstract:** Communities of color are often marginalized and alienated from their surrounding neighborhoods and from critical community processes that directly affect their quality of life. This preconvention session will examine power dynamics that exist and explore organizing within communities of color, specifically using cultural humility, intersectionality, grassroots leadership development, and spirituality as tools to mobilize and grow communities from within.

**Outline:** Topics to be addressed and timeline within the presentation.

I. Introductions (1:00 – 1:10)

II. Define culture, power, leadership, race (1:10 – 1:15)

III. Reflect: (1:15 – 1:25)

- a. What types of political, social, and economic forces do communities of color face in this millennium?
- b. What role do white people play in addressing racism and privilege?

IV. Privilege (1:25 – 1:55)

- a. Privilege Walk
- b. Privilege: Any advantage that is not earned, exclusive, and socially conferred (in the United States, this often includes the following categories: male, white, heterosexual, affluent, young, able-bodies and/or Christian)
- c. “Readings for Diversity and Social Justice” article

V. Culture (2:00 – 2:10)

- a. Northcentral University Diversity Wheel
- b. Why does culture matter? Lazear, K. (2005).

VI. Intersectionality (2:10 – 2:20)

- a. Intersectionality is the study of overlapping or intersecting social identities and related systems of oppression, domination or discrimination.
- b. Kimberle Crenshaw

VII. Cultural Competence vs. Cultural humility and Multiculturalism (2:20 – 2:35)

- a. Life-long learning and critical self-reflection
- b. Recognizing and challenging power imbalances
- c. Helping keep institutions accountable

VIII. Spirituality and Organizing within Communities of Color (2:35 – 2:50)

- a. Salbatierra, A. & Heltzel, P. (2014). BREAK (2:50 – 3:00)

IX. Five Building Blocks of Multicultural Organizing (3:00 – 3:35)

- a. Forming Inclusive Leadership & Organizational Structures
- b. Developing “Bridge-Building” Leaders
- c. Strengthening Education Programs
- d. Creating Spaces for Informal Social Interactions
- e. Working on Cross-Cutting Issues through a Coalition Framework

X. Small Group Reflection (3:35 – 3:50)

- a. How can you incorporate cultural humility into your work and life?
- b. What modality from Five Building Blocks of Multicultural Organizing resonated the most with you?
- c. What types of political, social, and economic forces do communities of color face in this millennium?
- d. What role does interracial participation play in the ability of communities and groups to organize themselves and engage in empowering outcomes?

XI. Wrap Up/Questions (3:50 – 4:00)

**Learning Objectives:** *As a result of this presentation participants will be able to:*

- Articulate and define the differences between cultural competency and cultural humility
- Demonstrate an understanding of power and power dynamics when advocating for justice & reconciliation with communities of color
- Identify how spirituality and faith can be integrated into leadership development in communities of color

**Primary Audience:** Social workers and related professionals; social work students; human services professionals; clergy

**Content Level:** Basic/Intermediate

**Number of Continuing Education Contact Hours:** 3.0

**Bio Information:**

**Kathryn “Ryn” Farmer, MSW, LSW, RA**

Kathryn “Ryn” Farmer received a Bachelor degree in Social Work from Taylor University and a Master of Social Work degree from Baylor University with a concentration in Community Practice and a Specialization in Strategies to Transform Poverty. Ryn is the Chair of the Northwest Ohio Rescue and Restore Coalition, a board member for the Ohio Alliance to End Sexual Violence and a board member of the Bluffton Child Development Center. She is also a member of NASW and NACSW. She currently serves as the Rape Crisis and Anti-Human Trafficking Director at Crime Victim Services in Northwest Ohio.

## **Raven Loaiza, MSW**

Raven Loaiza, MSW, LSW, RA, is a Licensed Social Worker and currently works as the Regional Rape Crisis Coordinator with Crime Victim Services in Northwest Ohio. She holds Bachelors degrees in Social Work and in Criminal Justice from Wright State University. Raven has a Masters degree in Social Work from the University of Louisville.

## **Bibliography:**

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