

Executive Summary

Course Title: *Coming to See Privilege Systems; Implications for Child Welfare*

Course Schedule: *10am to 3:45pm; with a break from 11:30 to 11:45am and a lunch break 12:30 to 1:30pm*

Outline of Training:

Peggy McIntosh and Victor Lewis will describe their processes of coming to see privilege systems and use unearned male and white privilege in the service of social justice and the most vulnerable members of society. They will conduct interactive exercises through which all participants can discuss some of their own experiences of unearned disadvantage in pairs or small groups. Victor Lewis will point out white privilege in one or two vignettes from The Color of Fear, a documentary in which he plays a key role. Peggy McIntosh will distribute three articles, two of which date from 2009.

Target Audience:

All interested participants are welcome at this course. Line staff, supervisors, and support staff, whether veteran or new, will benefit from this interactive training. Child welfare workers as well as community partners and invited by the county are welcome. .

Outcome Objectives for Participants:

As a result of this day's activities, participants will be able to talk about their own situations in life in the light of their experience of having unearned disadvantage and unearned advantage. They will have listened to brief stories of others with regard to experiences of unearned disadvantage and unearned advantage. They will learn to use timed, Serial Testimony in their own meetings and appointments and educational situations. They will list types of advantage and disadvantage that affect the lives of children, parents, agencies, and policies that they work with. They will list ways in which they can use their own power to reduce the effects of privilege systems as they deal with their clients and with vulnerable populations in general.

Ways that Supervisors can support the Transfer of Learning from the classroom to the job...

BEFORE the training

The supervisor can stress that nobody has fully 'done their work' on privilege and that he or she resembles all of the employees in still being 'in process.' He or she can urge the employees to take this session seriously, because having privilege as an angle of vision is likely to be useful in people's professional and personal lives.

AFTER the training

The supervisor can testify first of all as to what he or she came away with from the day, and what new learnings he or she had. Then the supervisor can invite others to talk about what they experienced in the session and how it is and can be made relevant to their daily work.