



## The Authentic Solidarity Leadership Program A Program for White Identified Women Seeking to Deepen Their Approach to Equity and Anti-Racism

This program will offer you an opportunity to work;

- on yourself – do personal healing to bring your full self to this work
- in community – find support and compassionate accountability from a group
- on organizational change – apply what you learn in your day to day
- for systems level change – raise funds for a people of color led social change effort.

Who Should Apply?

There are some foundational requirements for participating in this program.

I ask that you;

1. Be working in a setting in which you are able to apply what you are learning about being in authentic solidarity with communities of color. For example, I ask that you commit to having brave conversations about race, power and gender with stakeholders, clients, those you supervise, or those you report to, and share with the group what you are learning from those conversations.
2. Be willing to commit to at least 1 hour of reading or reviewing podcasts, talks, and interviews a week as part of taking responsibility for learning/unlearning the history of white supremacy and examining an array of approaches to stand in solidarity with people of color.
3. Commit to fund raise to support a social movement led by people of color. You will set your own goal amount with support from me during your initial coaching session. As your facilitator, I will make the same commitment to raise funds and have brave conversations.

The Process:

The cohort will commence with a two-day retreat on **March 21<sup>st</sup> and 22nd, 2020**. We will convene in Oakland from 10am – 4pm each day. Lunch will be provided.

Monthly group calls, 90 min each – on zoom, will be held April, 2020 – August, 2020. We will schedule these calls as a group during our first in person session.

Six Individual Coaching (60 min sessions) will be scheduled monthly along the same timeline at mutually convenient times for you and Rebecca. These sessions can occur either in person at Rebecca's downtown Oakland office, over the phone, or over zoom.

Cost is \$5,000 for the full program. Scholarships are also available and space is limited to six individuals.

### The Methodology

Throughout our time together, I will bring in variety of modalities that go beyond the typical diversity training. In particular, I will draw my background as a transformational coach, interpersonal communications trainer, organizational development facilitator and community organizer.

I plan on bringing much of the cutting-edge approaches that have inspired me to stay engaged in this work. As a coach and coach trainer at Leadership that Works, my anti-racist work has taken a new direction. I have been part of a core group of faculty members advocating with the International Coach Federation for new standards that embody an awareness of systemic oppression, not just cultural competency. At Leadership that Works, I have also developed competency in the Internal Family Systems model of embracing multiple parts of the psyche – a powerful change process that gave me both more humility and more bravery in my activism and beyond. At Stanford University, where I work as a facilitator, I teach and practice a highly effective form of inter-personal communication that supports self-awareness and gives you tools for stepping into brave conversations effectively.

Lastly, The Authentic Solidarity Leadership Program gives me an opportunity to reconnect with where I started in this work, community organizing and policy change. By connecting to the history of social movements, seeing how social movements are changing and adapting to today's climate and needs, and doing the personal and interpersonal work, we also fortify ourselves to stay engaged or re-engage in new ways at the systems level, an essential part of lasting change.

### If this feels like a fit; tell me about yourself!

1. Please share your name and contact information (preferred phone and/or email)
2. Please share some of your identities or how you identify (i.e. white, cis gender, female)
3. Describe your work – particularly how it intersects with equity, anti-racism or gender justice.

4. What draws you to “The Authentic Solidarity Leadership Program”?

5. What questions do you have for me?

Thank you so much for sharing! I look forward to speaking with you. If you haven't already, please sign up for a free exploratory call with Rebecca here.

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Here is a partial list of some of the primary readings for the “The Authentic Solidarity Leadership Program.” Several of these books come included in your tuition.

**My Grandmother's Hands: Racialized Trauma and the Pathway to Mending Our Hearts and Bodies\***

Book by Resmaa Menakem

Selected Chapters

**White Fragility\***

Book by Robin DiAngelo

Selected Chapters and Videos

**“Whiteness on the Couch”**

Article by Natasha Stovall from Long Reads.com

**Seeing White Podcast / Scene on Radio**

Selected Episodes

**On-Being Podcast**

Selected Episodes

**Self-therapy Workbook: An Exercise Book for the IFS Process\***

Book by Bonnie J. Weiss LCSW

\*A Personal Copy for you Included in your Tuition