

Together with Pope Francis, we hold in our hearts that “*We cannot tolerate [...] racism and exclusion in any form and yet defend the sacredness of every human life.*”

Dismantling racism is about changing ways that are harmful to our sisters and brothers which are different from us, and that are detrimental to the common good. Changing one’s way needs to begin with becoming cognizant of one’s ingrained thought and behavior patterns that - consciously or unconsciously - favor some and exclude others. The prophet Isaiah’s redefinition of the spiritual practice of fasting through rich and challenging imagery in ch. 58:6 can be applied to the impact of homogeneity, inequity and exclusion. His vision of fasting offers us a way toward diversity, equity and inclusion, a way that will lead to blessing and authentic communion, by way of

*Releasing those bound unjustly;
Untying the thongs of the yoke;
Setting free the oppressed,
Breaking off every yoke. (Is 58:6)*

This Workshop is Offered to SSND sponsored and co-sponsored ministry boards, and those invited by the chief administrators and chief executives.

This Foundational Workshop Series is part of the SSND Atlantic-Midwest Province’s commitment to dismantle racism in all its forms and to deepen formation for mission. We are engaging Isaiah’s call through the lens of implicit biases and finding ways to redress their implications.

Goals of our Coming Together are to

- ▣ Increase the participant’s capacity to better articulate one’s identity
- ▣ Uncover implicit biases
- ▣ Learn ways to redress biases when encountered in day-to-day interactions and in support of the work of advocacy
- ▣ Skill-build by way of learning of a practical tool for equitable conversation, collaboration and decision making to be used in one’s place of ministry and/or circle(s) of engagement

A Hoped-for Outcome is to uncover potential gaps so that Isaiah’s call to us transforms us into repairers of the breach and empowers us to uplift the dignity of life, resulting in the flourishing of all people.



Kintsugi:
A JAPANESE CENTURIES-OLD ART OF REPAIRING BROKEN POTTERY WITH GOLD.

**REBUILDING
ANCIENT RUINS...
BECOMING REPAIRERS
OF THE BREACH** *(Is 58:12)*

A Foundational Workshop Series Towards Dismantling Racism



**3 THURSDAY
ONLINE EVENINGS
6:30 – 8:00 P.M.
EASTERN**

October 5, 2023
November 2, 2023
January 18, 2024



MEET OUR FACILITATOR

Danielle Holmes is a facilitator and educator for identity work, equity lens and assessment. She utilizes her restorative skills to recommend strategies that increase an organization's diversity, equity, inclusion and belonging initiatives (DEIB). Danielle is the first Director of Diversity, Equity and Inclusion at her alma mater – the Academy of the Holy Angels, in Demarest, New Jersey - where she leads ongoing DEIB training and assessment for faculty and staff. Danielle facilitated a session at the 2023 School Sisters of Notre Dame Annual Leadership Meeting on DEI. She holds a master's in organizational leadership with a focus on higher education from Rider University and is currently pursuing a doctorate in educational leadership at Saint Peter's University.

May the eyes of [your] hearts be enlightened,

that you may know what is the hope that belongs to [God's] call. Ephesians 1:18

DESCRIPTION OF VIRTUAL SESSIONS

Each session will offer content, discussion in breakout groups, time for shared reflection and resources.

▣ **October 5 "Agreements, Language and your Identity"**

As a group we will learn and engage with definitions and their identifications. Participants will discuss their own identities and how they have impacted their lives and perspectives. Together we will share insights from discussing racialized identities.

▣ **November 2 "Identifying and Processing Biases"**

Participants will learn about implicit bias and develop ways to identify their own and how to counteract actively.

▣ **January 18 "Equity Filter - A Decision-Making Tool"**

This session is dedicated to skill building. Participants will be introduced to a new tool, the Equity Filter. Together we will discuss and explore how to apply this tool.

REGISTRATION

Attendance for all three sessions is essential, as each session builds upon the previous one. Minimal pre-work is requested prior to the November 2nd session and the series is limited to 25 participants. Please register as soon as possible, but no later than **Wednesday, September 13th**. A Zoom link will be sent prior to each session.

You may register online [here](#).

Or you may register by emailing your contact information to Laura Stafford at lstafford@amssnd.org



As SSNDs, we are guided in this work by the vision of You Are Sent, our constitution, especially General Directory 33: "We call ourselves to embody Gospel values and to live the social teachings of the Church. Working toward the enablement of persons and the promotion of human dignity, we contribute to positive systemic change in society."