

THE IGNANT INTELLECTUAL GROUP

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Trainings & Workshops

FUN FACT: Despite the popularity of trainings and workshops to address things like implicit bias and cultural competency, individuals cannot be trained-to-equity. Trainings and workshops alone cannot transform organizational systems. An organization cannot be shifted by solely addressing individual behaviors, which is what workshops largely do.

However, in conjunction with equitable policy and practice implementation, systematic overhauls that prioritize racial equity, equitable organizational spending, and equity assessment implementation, workshops and trainings are effective strategies to develop anti-racist practices which are foundational to organizational transformation.

Our trainings attempt to create meaningful experiences for participants that challenge them in long-lasting ways by linking historical oppression to modern-day experiences. Our hope is to create organizational change

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Our workshops and trainings:

- Center anti-racism. Period.
- Prioritize equity. Period.
- Center the voices of the most systematized and minoritized
- Is rooted in the belief that most individual, interpersonal, and institutional problems are created, sustained, and patterned by systematic barriers.
- Center the belief that it is up to the group that most benefits from a system to dismantle it. In other words, it is the responsibility of white people to dismantle racism. It is the responsibility of men to dismantle sexism. It is up to the wealthy to dismantle classism.
- Amplify the work of historically devalued people and communities
- Prioritize non-traditional research methods. We don't only value qualitative, peer reviewed, Eurocentric, cismale, straight, and/or patriarchal methods
- De-center whiteness
- Do not proclaim to have all the answers. Participants often leave the training room with more questions than answers and more questions than they came in with
- Interrogates the idea of "expert". FUN FACT: Experts are those who experience the harm.
- Center anti-racism
- Center the belief that people have internal power AND systematic barriers exist
- Acknowledge intersectionality, but center racism as the largest driver for the problems we observe and experience.

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