

“Always Be Positive”  
In memory of Pharnal Longus

**Simmons College School of Social Work  
Pharnal Longus UnDoing Racism Academy Initiatives Descriptions  
2008**

**UnDoing Racism Faculty Academy**

The Summer Academy serves as leadership training academy that supports and generates educational leaders in social work programs who are able to facilitate and create UnDoing Racism initiatives at their home college. Additionally, educators are encouraged to partner with other colleges, churches, community groups, as well as, public and private organizations. Over past three years we have offered three intensive programs for faculty leaders from social work programs throughout Massachusetts. They are in various stages of implementing what they have learned in their social work programs or in other human service institutions.

Faculty members who participate in the academy are requested to serve as UnDoing Racism resource contacts in their programs of social work for future faculty development. This has established a community of learners who are conversant about their pedagogical discoveries with other faculty. Finally, the Academy's programs meet important aspects of the mission of higher education, to:

- Stimulate research and scholarly activity while promoting faculty and staff development in their respective institutions of higher education
- Ensure access and support within an environment sensitive to a diverse populations to those who traditionally have excluded or under represented in higher education, specifically racial minorities

This year's Academy for Faculty will be held in June 2008.

**UnDoing Racism Workshop for Practitioners: Transforming  
Communities and Agencies**

**The Undoing Racism Practitioner Component** is comprised of 10 -15 people who study the phenomenon of racism on a global, institutional and individual level. Participants will learn the theory, history and current manifestations of racism in our society and its institutions. The effects on both "minority" and "majority" groups and individuals in the United States are explored. Also, a framework for understanding and undoing racist thoughts and actions will be presented. Participants will be introduced to the concepts of racial privilege, racial identity and power analysis.

The Practitioners work with individuals, groups, families and communities in

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Massachusetts. A service project activity that the group will plan and implement together will be the ultimate outcome. The final moments of the workshop are spent debriefing about what was learned during the workshop in particular, and how the knowledge can be used in general.

- Be able to identify instances of racism and recognize the effect of racism on themselves and on their environment
- Learn a framework for leading others in addressing racism
- Use this knowledge to change behaviors and attitudes
- Have meaningful, comfortable, and confident interactions across racial lines, which reduce anxiety and conflict and promote positive change

This year’s Practitioner Workshop will be held in October 2008.

The Academy for Faculty and the Workshop for Practitioners are based on the People’s Institute philosophy.

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