

# WORKSHOP Menu

Anti-Racism and Social Justice (ARSJ)

## Hungry for growth and change?

*Your union's ARSJ department offers a full menu of workshops: choose and mix them to your tastes and needs. We're here to help nourish you on your transformational journey towards learning, action, and liberation.*



### 1ST COURSE: THE BREAD FOR THE TABLE

#### **Unconscious Bias**

*Identifying cognitive habits, reflecting on microaggressions, and bridging intent with impact*

Choose this workshop if you want to...

- establish a clear starting place for your ARSJ work;
- challenge unconscious patterns so your actions better reflect your values;
- reflect on your relationship with social systems and their impact on your biases.

This workshop provides a sandbox for practicing foundational approaches to recognizing unconscious biases and how they shape our social interactions. By committing to open, vulnerable, and collaborative dialogue, we will explore how these biases impact classroom climates, campus culture, and beyond. Designed with the realities of California higher education in mind, this session offers a crucial starting point for those engaging in ARSJ work.



### 2ND COURSE: THE APPETIZER

#### **Understanding Privilege**

*Exploring how social identities shape our experiences, and tracing how bias, privilege and oppression all intersect*

Choose this workshop if you want to...

- reflect on what your and others' structural advantages look like in society;
- explore different shapes of privilege and how they each perpetuate oppression;
- brainstorm ways to challenge systems of domination and create positive change.

Building on the awareness of bias, this deeply introspective workshop explores how privilege operates across identities and their intersections (race, gender, sexuality, religion, socioeconomic status, ability, immigration status, and more). Learn how privilege sustains oppression—and what it takes to dismantle these oppressive systems.



## 3<sup>RD</sup> COURSE: THE SOUP AND SALAD

### **Allies, Co-Conspirators, and Accomplices**

*Moving beyond awareness, understanding roles in resistance, and engaging in meaningful solidarity*

Choose this workshop if you want to...

- deepen your commitment to anti-oppression work through intentional action;
- reflect on how attempts at social justice work fall into different levels of contribution;
- recognize where you personally connect and how you can show up for and with others.

After recognizing how bias shapes behavior, and how privilege embeds those biases into systemic structures, this workshop focuses on what it means to make a positive difference. We examine the roles of allies, accomplices, and co-conspirators—how they differ, the responsibilities they each carry, and how to move yourself and others to high-impact roles. Through reflective case-studies, participants will consider where solidarity requires stepping beyond their own experiences and comfort levels.



## 4<sup>TH</sup> COURSE: THE ENTRÉE

### **Choice 1 – Interrupting Racism**

*Recognizing deep-rooted patterns, disrupting harmful systems, and fostering lasting change*

This has been designed to be a multi-part workshop series. Choose this series if you want to...

- recognize recurring racial patterns and their long-term impact;
- examine how racism is embedded historically, culturally, and institutionally;
- build proactive strategies to interrupt harmful systems before they take hold.

Having explored bias, privilege, and the roles we play across spaces and issues, this workshop focuses on recognizing and disrupting systemic racial patterns in real time. We get clear on race—oppression's core construct: we trace racism's history, normalization, and continuation. In addition to learning how to respond to individual moments of harm, we will explore proactive ways to interrupt patterns of oppression before they take root, ensuring long-term structural change. Through collaborative exercises, workplace scenarios, and action planning, this workshop facilitates concrete practice for interrupting racism.

### **Choice 2 – Critical Race Theory**

*Understanding the overarching academic and legal framework that informs your anti-racism and social justice lens*

Choose this workshop if you want to...

- gain a clear understanding of CRT's history, purpose, and key tenets;
- separate fact from fiction in the ongoing debates and politicization surrounding CRT;
- explore how CRT informs educational research, civil rights, and union work.

While the previous workshops provide the tools to recognize, challenge, and interrupt systemic racism, this session offers a more sophisticated lens to enhance that work. Critical Race Theory (CRT) is scholarly framework that captures the intersection between race, law, and systemic inequality. Participants will explore CRT's origins, key tenets, and real-world applications. Because CRT began as a legal and academic framework, it is easily misinterpreted (especially by its political opponents). This workshop unpacks those misconceptions and clarifies CRT's true purpose—to offer high-level understanding of the oppressive structures we seek to change.



## 5<sup>TH</sup> COURSE: THE DESSERT

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### **Choice 1 - We see us: Social Justice Unionism**

*Understanding how CFA blends together who we are, what we value, and why we choose to show up*

Choose this workshop if you want to...

- learn how to communicate the purpose of unionism in the context of justice;
- reflect on how your experiences of privilege and oppression inform your activism;
- clarify how being part of a union means, at the same time, being part of societal change

Social Justice Unionism is engagement in the broader movement for social progress rather than focus on narrow self-interest. It calls for participatory union membership, collaboration with community organizations and a concern for broader issues of equity. In other words, social justice unionism goes beyond traditional union areas of focus.

### **Choice 2 - CFA 101**

*Explore the arc of CFA's history*

Choose this workshop is an opportunity for all CFA leaders and activists to deepen their knowledge about the history of CFA and its evolution as an organization.

- those who are new and newer CFA activists and leaders who want to understand our unionism;
- members curious to learn about CFA's steady and conscientious shift to anti racism and social justice transformation;
- engaging in collective bargaining for "terms and conditions of employment" while shaping public policies on and off campus

CFA is the largest higher education faculty union in the United States. The union has evolved over the years from a service union to one that centers social justice unionism and bargaining for the common good. This workshop explores the arc of this transformation and member engagement.

**ORDER HERE**



To schedule a workshop, scan the QR code,  
or visit [calfac.org/workshop-request-form/](https://calfac.org/workshop-request-form/)

Any questions? Contact Cailey at

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