

The R³ Workshop

Our innovative *Removing Racial Residue* workshop was created in 2006 and refined during the next 15 years. The training is strengthening interactions among people of different ethnic groups in organizations throughout metro Milwaukee and across Wisconsin. It's also laying foundations on which we can build environments where people of color feel welcomed, safe, and able to thrive – and where people across the ethnic spectrum can experience the rich benefits of diversity and unity.

Now called *The R3 Workshop*, our training is based on seven decades of intergroup relations research. The workshop focuses on three levels of what we call “racial residue” – in white communities where blinders, silence or excuses prevail, and in communities of color where anger, fear or distrust continue. This residue disturbs community-wide peace and hinders action to remove injustice from our institutions.

Our training combines a visual metaphor; a discussion of the racial residue concept at three levels; and personal stories told by Black, White, Latino, Native and Asian trainers about the impact of racism on their lives, and the solutions they've found to remove its residue. Participants learn practical steps to remove the racial residue we identify in ourselves or see in others.

Feedback over the years has been moving and positive, as we have brought the benefits of this transforming experience to a wide range of nonprofit medical, educational, youth-serving and faith-based organizations and corporations, training nearly 5,000 participants.

The Purpose

The need for this training has been evident in America since long before the civil war in the 1860s, and is still evident now, long after the civil rights movement of the 1960s and the many legislative reforms that followed – none of which have succeeded in fully removing racism and its damaging effects from our society. Countless incidents and reports during the decades since then indicate that we will need not only legislative and institutional levels, but also – and perhaps first – a large-scale effort at individual and heart levels, to rid our society of this persistent scourge.

The Methodology

- In The R3 Workshop, we use a visually engaging metaphor of the impact of racism and the residue it creates, along with poignant video clips and storytelling by our trainers.
- We help people of multiple ethnicities to see the deep and pervasive damage that can be done in a society where race matters in ways that harm people of color.
- Trainers model how to discuss racial issues with honesty, transparency, emotion, & even humor.
- Participants engage in large group discussion and/or small group exercises to process the concept of racial residue at three levels and learn practical ways to remove it.
- Finally, time for Q & A with the trainers – a powerful time to learn about ways to heal the divisions among us – in our neighborhoods, schools and countless other places where we live and work.

For more information or to schedule a workshop, contact Diane De La Santos, Social Enterprise Director, at diane@cityonahillmke.org.

