

## 2016 Winter All Staff Conference (WASC) For Presbytery and Synod Staff



### Guidelines for Do-Gooders: Turning Your Anti-Oppression Policies into Daily Practice

Featuring

**Kikanza Nuri-Robins**

Monday-Friday, December 5-9, 2016

Mercy Center, 2300 Adeline Drive, Burlingame CA

### Guidelines for Do-Gooders: Turning Your Anti-Oppression Policies into Daily Practice

Have you ever stumbled over your own good intentions? Do you sometimes wonder how you missed a micro aggression that was so apparent to a colleague? Have you hesitated to speak up as an ally because you just weren't sure what to say? Are you afraid to ask about a culturally specific practice for fear of being called insensitive? Are you puzzled by the term *white privilege*? In this retreat setting, you will create with colleagues an environment where you can safely explore these and other related issues.

- Understand why color blindness is not an admirable goal
- Learn to identify micro aggressions and micro insults
- Describe how your privilege may result in unconscious bias
- Increase your repertoire of responses for intervening in alliance with others
- Examine workplace policies and practices for unintentional discrimination

### About Kikanza Nuri-Robins

The Rev. Kikanza Nuri-Robins is an organizational development consultant based in Los Angeles. She works with well-intentioned do-gooders across the country, helping them to align their values with their practices. The author of several books on cultural proficiency, her most recent publication is *Fish Out of Water, Mentoring, Managing and Self-Monitoring People who Don't Fit In*. She is a member of the Presbytery of the Pacific.

For more information about Kikanza and her work, visit her website at [www.KikanzaNuriRobins.com](http://www.KikanzaNuriRobins.com).

**Register by October 31, 2016 by mail or online at**  
<https://www.synodsw.org/winter-all-staff-conference>

**Sponsored by the Synods of the Pacific, Southwest &  
Southern California and Hawaii**

**The Schedule:**

**Monday, Dec. 5, 2016**

Reception, 5 p.m.  
Dinner  
Welcome & Orientation  
Evening Worship

**Tuesday, Dec. 6**

Morning Worship  
Morning—Plenary Session 1  
Afternoon—Plenary Session 2  
Evening—Movie Night & Worship

**Wednesday, Dec. 7**

Morning Worship  
Morning—Plenary Session  
Afternoon & Evening—Free time for various options/Sabbath time

**Thursday, Dec. 8**

Morning Worship  
Morning—Plenary Session 4  
Afternoon—Plenary Session 5  
Evening—Game night, worship & fellowship

**Friday, Dec. 9**

Morning Worship  
Case Studies & Discussion  
Closing Worship with communion  
End by 12 noon—Depart

**Registration:**

The \$600 fee includes registration, lodging, group meals and snacks. Complete the information form below and send it with your check (made payable to WASC) to: Kathy Runyeon, 2029 University Ave #200, Berkeley, CA 94704. **OR** Register online with a credit card at <https://www.synodsw.org/winter-all-staff-conference>

**Questions?: Email a member of the Planning Team**

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## WASC Registration Form

Name \_\_\_\_\_ Council \_\_\_\_\_

Position \_\_\_\_\_ Phone (\_\_\_\_\_) \_\_\_\_\_

Street Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip code \_\_\_\_\_

Email \_\_\_\_\_ Housing Options: \_\_\_\_\_ Single

\_\_\_\_\_ Double (Limited, couples only) \_\_\_\_\_ Off-Campus (Own arrangements)

I would like to share a council case study about: \_\_\_\_\_

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