



**Special Workshop Series:  
Frames of Oppression**



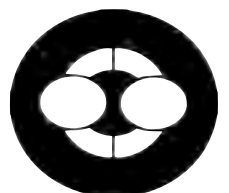
**Frames are powerful.**

**We don't see the world as it is...**

**We make sense of the world through frames.**



**Beyond Diversity Resource Center**  
7102 Normandy Dr • Mount Laurel NJ 08054  
856 235-2664 • [www.beyonddiversity.org](http://www.beyonddiversity.org)



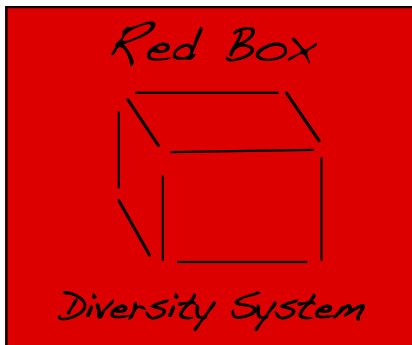
# Executive Staff

## **Robin Parker** **Executive Director**

Robin Parker is a nationally known diversity consultant who has built his reputation on a personal commitment to shape diversity initiatives for individuals and communities. His work has focused on building a more inclusive society through diversity education. Before joining the Center, Parker served as a Deputy Attorney General in the New Jersey Division of Criminal Justice, and Chief of the Office of Bias Crime and Community Relations. He received his Juris Doctor degree from the University of Illinois Law School. Parker is the recipient of numerous awards including the World of Difference Award from the Anti-Defamation League of the B'nai B'rith.

## **Pamela Smith Chambers** **Training Director**

Pamela Smith Chambers has been a leading specialist on race and cultural diversity issues for many years. She has a commitment to help people confront institutional racism and oppression through personal growth and change. Before joining the Center, Chambers was the Supervising Program Development Specialist in the New Jersey Office of Bias Crime and Community Relations and, prior to that, the Director of Counseling and Education Services at the YWCA of Trenton. Chambers received an M.S. in Counseling and a B.A. in English, with a minor in African American Studies, from Trenton State College (now the College of New Jersey).



- ✓ Self-guided training exercises employees enjoy.
- ✓ Takes no more than 30 minutes per month.
- ✓ Makes learning an ongoing, in-depth experience.
- ✓ Developed by experts for adult learners.
- ✓ High value education with low cost per employee.

Call 856 235-2664 or visit [www.beyonddiversity.org](http://www.beyonddiversity.org)

## The Center's Mission

We work to build a society that sincerely honors individuals because of their cultural differences, and we advance the moral imperative of respect and dignity for all persons. The Center provides education to improve the nature and quality of interactions among persons who are different from one another.

## What Makes The Center Unique

We teach people to internalize the ethics and practices of true respect for cultural differences. Our training instills an understanding of one's own culture and that of others. It also leads participants to an emotional awareness of the ways cultural differences affect life experiences. That transformation enables individuals to foster greater justice, inclusion, and safety for all members of society.

## National Programs

We offer diversity training, community dialogue sessions, and organizational development consultation throughout the United States and Canada. Our diversity training prepares individuals to participate in the creation of a respectful, multicultural society that honors the background and experience of all persons. Community dialogue programs bring together diverse individuals to talk about issues such as diversity, violence, education, or police-community relations. The Center's work in organizational development provides ongoing consultation, education, and training necessary for an organization to change its institutional environment and create a climate of inclusion.

## Special Thanks to Our Donors

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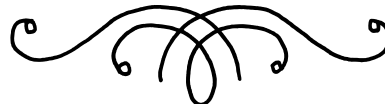
# Special Workshop Series



During this fall and winter, we are offering four workshops that will focus on frames of oppression in the areas of race, gender, sexual orientation/gender identity, and ability. Traditional social science views the problems of racism, sexism and other forms of oppression as mostly a matter of prejudice or stereotyping. Although useful, that approach does not capture the deeply-embedded structure of oppression.

In the workshops we will explore how the four forms of oppression are not simply historical legacies of bigotry, but foundational frames: that is, societal structure expressed through narratives, images, language, and ideology. We will also explore counter-frames that heal oppression and offer hope to persons from marginalized groups.

We encourage you to attend all four workshops to best enhance your learning. Register for the Package Deal and save \$40 over individual course pricing. That's like attending one course free of charge!



## The White Racial Frame: A New View of Racism

The white racial frame is a centuries-old worldview that constantly involves a racial construction of societal reality in America. It rationalizes racial interaction, inequities and racial patterns, operates institutionally and interpersonally, and is taught in home, school, business and the media.

In the workshop we'll explore how the white racial frame is a systemic part of our society. We'll also look at the counter-frames people of color and their allies have used to undo racism.

**Date:** Friday, November 7, 2014

**Time:** 10:00 a.m. to 4:00 p.m.

**Place:** Westfield Friends Meeting House; Cinnaminson, NJ (near Philadelphia)

**Cost:** \$40

## The Androcentric Frame: A New View of Sexism

Androcentrism is the practice of placing male human beings or the male point of view at the center of culture and history. Even today, literature, television and film, the arts, politics, sports, and other cultural markers are driven by an androcentric frame that values men and devalues women.

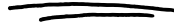
Yet other frames, including the feminist frame, provide powerful ways of addressing sexism and promise to transform and enrich our society. Join us for this unique learning opportunity.

**Date:** Monday, December 8, 2014

**Time:** 10:00 a.m. to 4:00 p.m.

**Place:** Westfield Friends Meeting House; Cinnaminson, NJ (near Philadelphia)

**Cost:** \$40



## The Hetero/Cisgender Frame: A New View of LGBTQ Oppression

Today being heterosexual and cisgender (not transgender) is considered mainstream. But a vast history of LGBTQ people in western and global societies is often forgotten or minimized. A hetero/cisgender frame has pathologized LGBTQ people, pushed them to societal margins, and often called into question their very right to live.

We'll explore how sexual beliefs, homophobic images and language, and the perception of heterosexual and cisgender people as superior have played a systemic role in LGBTQ oppression. Join us to learn about counter-frames that promise to make our society more open and inclusive for LGBTQ people and their allies.

**Date:** Friday, January 30, 2015

**Time:** 10:00 a.m. to 4:00 p.m.

**Place:** Westfield Friends Meeting House; Cinnaminson, NJ (near Philadelphia)

**Cost:** \$40

## The Ableist Frame: A New View of Ableism



People with disabilities have been seen as objects of pity and charity, or people who need to be “fixed” through medical or other intervention. Historically they have been viewed as possessed by evil spirits and subject to institutionalization, sterilization, and even euthanasia.

A more recent frame, the disability rights frame, is moving people with disabilities beyond the stereotypes of meager, tragic individuals to people who are defined according to their full humanity. This workshop will be especially useful to participants who want to explore and undo deeply-embedded often invisible biases that harm people with disabilities.

**Date:** Friday, February 27, 2015

**Time:** 10:00 a.m. to 4:00 p.m.

**Place:** Westfield Friends Meeting House; Cinnaminson, NJ (near Philadelphia)

**Cost:** \$40



## The Package Deal:

### All Four Frames Workshops for the Price of Three

You'll be registered for the workshops, The White Racial Frame, The Androcentric Frame, The Hetero/Cisgender Frame, and The Ableist Frame.

**Date:** (See Individual Workshop Dates)

**Time:** 10:00 a.m. to 4:00 p.m.

**Place:** Westfield Friends Meeting House; Cinnaminson, NJ (near Philadelphia)

**Cost:** \$120

# Registration Information

Because the Center limits the number of registrants in each course, we encourage early registration. All registrants will receive a written confirmation and directions to the training site.

## Four Ways to Register

1. Register online with your credit card at [www.beyonddiversity.org](http://www.beyonddiversity.org).
2. Register by mailing the completed registration form along with your check or credit card information to the Beyond Diversity Resource Center, 7102 Normandy Dr., Mount Laurel, NJ 08054.
3. Register by faxing the completed registration form along with your credit card information to 856 235-0827.
4. Register by calling the Center at 856 235-2664.

The Center has a policy that no one will be turned away from any course because of the inability to pay. Please call the Center at 856 235-2664 if you need tuition assistance.

Refunds are made for canceled classes only.

## How to Pay

The Center accepts checks, money orders, credit cards, and government/school payment vouchers. Checks and money orders should be made payable to "Beyond Diversity Resource Center."

## Other Details

### Workshop Locations/Accommodations

The workshops listed in this brochure will be held in Cinnaminson, New Jersey (near Philadelphia). Cinnaminson is easily accessible from major highways in Burlington County, New Jersey, and is about a 30-minute drive from the Philadelphia International Airport. We will strive to make our workshops accessible to people with disabilities. Please let us know what accommodations you need to fully participate in the workshop.

### Tuition Waiver

Don't let difficulty paying tuition stop you from registering. The Center's policy is that no person who wants to attend a course should be turned away because of the inability to pay tuition. Please call us to request a full or partial tuition waiver.

### Hotel Accommodations

For our participants who need hotel accommodations near Cinnaminson, New Jersey, we recommend the Comfort Inn & Suites of Mount Laurel. For reservations call 856 727-0010.

### Meals

The Center provides refreshments during each workshop. Meals are not offered unless specifically mentioned in the course descriptions, but are available at reasonably-priced restaurants within a short driving distance.

### Dress

We encourage participants to dress casually for all workshops. Because not everyone likes the same room temperature, we recommend that participants bring a jacket or sweater.

### Arrival Time

We strive to begin on time. Please arrive about 15 minutes before the start of each course.

Please complete this form and fax it to 856 235-0827; or mail the form to the Center at 7102 Normandy Dr., Mount Laurel, NJ 08054; or call the Center at 856 235-2664.

## Registration Form

**Name:** \_\_\_\_\_

**Organization Name (if being mailed there)** \_\_\_\_\_

**Address/City/State/Zip:** \_\_\_\_\_

**Telephone/Fax:** \_\_\_\_\_

**Email:** \_\_\_\_\_

**If you would like to pay with a credit card, call us or specify below:**

\_\_\_ Visa    \_\_\_ Mastercard    \_\_\_ Discover    Name on Card: \_\_\_\_\_

Card Number: \_\_\_\_\_ Expiration: \_\_\_\_ / \_\_\_\_

Billing Address: \_\_\_\_\_

\_\_\_\_\_ Security Code: \_\_\_\_\_

**If you are paying by check, make it payable to “Beyond Diversity Resource Center.”**

**Please register me for the course(s) checked below:**

- |   |              |
|---|--------------|
| <input type="checkbox"/> <b>All Four Workshop Below—Save \$40!</b>  | <b>\$120</b> |
| <input type="checkbox"/> <b>The White Racial Frame</b><br>Friday, November 7, 2014; 10:00 a.m. to 4:00 p.m.     | <b>\$40</b>  |
| <input type="checkbox"/> <b>The Androcentric Frame</b><br>Monday, December 8, 2014; 10:00 a.m. to 4:00 p.m.     | <b>\$40</b>  |
| <input type="checkbox"/> <b>The Hetero/Cisgender Frame</b><br>Friday, January 30, 2015; 10:00 a.m. to 4:00 p.m. | <b>\$40</b>  |
| <input type="checkbox"/> <b>The Ableist Frame</b><br>Friday, February 27, 2015; 10:00 a.m. to 4:00 p.m.         | <b>\$40</b>  |

**Total:** \_\_\_\_\_

**If you prefer, register on line at [www.beyonddiversity.org](http://www.beyonddiversity.org).**

**Follow the “Seminars” link.**

This material is available in alternative format upon request.

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JOIN US FOR  
UNIQUE ANTI-RACISM  
TRAINING

Contact us for  
more information.

# BEYOND DIVERSITY Summer Institute



JULY 14-17,  
2014

## An Immersion Experience on Race



SESSIONS  
INCLUDE A  
FIELD TRIP TO  
PHILADELPHIA

Cinnaminson, NJ (near Philadelphia PA)

August 10-13, 2015

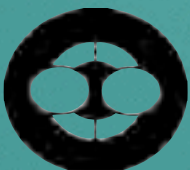
Institute provides 3 credits toward a  
Graduate Certificate in Diversity, Social Justice and Inclusion  
From the University of Colorado, Colorado Springs\*

Understand race in new ways.

Create action plans for social justice.

Learn from master facilitators in a lively, interactive setting.

Some Scholarships Available—Call ASAP



Beyond Diversity Resource Center

7102 Normandy Dr • Mount Laurel NJ 08054

info@beyonddiversity.org

856 235-2664

Institute Cost: \$600\*

\*There is a separate fee and application for  
UCCS credit. Contact us for details.

Race has been called the great American obsession and has shaped the lives of people in our country for hundreds of years. Even today race strongly influences life expectancy, quality of healthcare, income, wealth, job opportunities, incarceration rates, quality of education, and much more. Race also affects the way we relate to one another, and the things we say and don't say about this difficult topic. This institute is a way to understand and change the damage race does in our society.

You are invited to a setting in which participants from diverse backgrounds explore race in new ways and build community across racial differences. The workshop will be interactive and highly participatory. Learning activities will include a trip to Philadelphia's Constitution Center, African American Museum, and Chinatown.

In this institute you will learn:

- Why early messages about race shape individual perceptions.
- The effects of whiteness and white racial privilege on the culture of the United States.
- How power influences group behavior in the United States.
- The history of race in the United States and how that history has shaped attitudes and behaviors.
- How ideology about race influences individual and institutional behavior.
- Why internalized racial superiority and internalized racial oppression hinder the ability to address racism.
- Action planning to address race and racism in the places where participants live and work.

The institute is open to learners of all cultural backgrounds. We especially welcome the voices of those not usually heard in anti-racism training, including LGBTQI people, white men, Asians, bi-racial and multi-racial people, and indigenous people.

This course is open to everyone; however, it is eligible for three credits toward a Graduate Certificate in Diversity from the University of Colorado Colorado Springs. Please visit the UCCS website for more information on separate costs and other requirements for the certificate program: <http://www.uccs.edu/lases/diversity.html> Participants pursuing the graduate certificate will have an additional reading and essay assignment required for their grades.

People often find Beyond Diversity workshops not only informative but life-changing. Insights from the training open individuals to new ways of seeing the world and building deep and lasting relationships across cultural landscapes. Join us for this unique learning opportunity.

**Please complete this form and fax it to 856 235-0827; or mail the form to the Center at 7102 Normandy Dr., Mount Laurel, NJ 08054; or call us at 856 235-2664.**

You can also register online at [www.beyonddiversity.org](http://www.beyonddiversity.org) (follow the "Seminars" link).

Name/Organization (if applicable): \_\_\_\_\_

Address/City/State/Zip: \_\_\_\_\_

Telephone: \_\_\_\_\_ Email: \_\_\_\_\_

**Institute Cost: \$600**

**If you are paying by check, make it payable to "Beyond Diversity Resource Center."**

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Security Code: \_\_\_\_\_